

FISCAL YEAR 1979

annual report

S 4530-2

missouri department of labor and industrial relations

LABOR AND INDUSTRIAL RELATIONS COMMISSION
DIVISION OF EMPLOYMENT SECURITY
DIVISION OF WORKMEN'S COMPENSATION
DIVISION OF LABOR STANDARDS
BOARD OF MEDIATION
COMMISSION ON THE STATUS OF WOMEN
GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

5-4530-2

Annual Report

MISSOURI DEPARTMENT OF LABOR AND

INDUSTRIAL RELATIONS

1979



JOSEPH P. TEASDALE
GOVERNOR
STATE OF MISSOURI



JOSEPH P. TEASDALE
GOVERNOR

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
STATE OF MISSOURI

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JOHN M. "JACK" KEANE
DIRECTOR

December 15, 1979

The Honorable Joseph P. Teasdale
Governor of Missouri and
The Labor and Industrial Commission

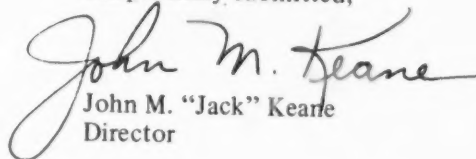
Gentlemen:

I respectfully submit to you the Fifth Annual Report of the Missouri Department of Labor and Industrial Relations.

The report covers the activities for the fiscal period ending June 30, 1979, in: the Labor and Industrial Relations Commission, the Division of Employment Security, the Division of Workmen's Compensation, the Division of Labor Standards, the Board of Mediation, the Commission on the Status of Women, and the Governor's Committee on Employment of the Handicapped.

The narrative will be accompanied by charts, tables, and graphs to illustrate Department activities.

Respectfully submitted,


John M. "Jack" Keane
Director

FIFTH ANNUAL REPORT FISCAL YEAR ENDING JUNE 30, 1979

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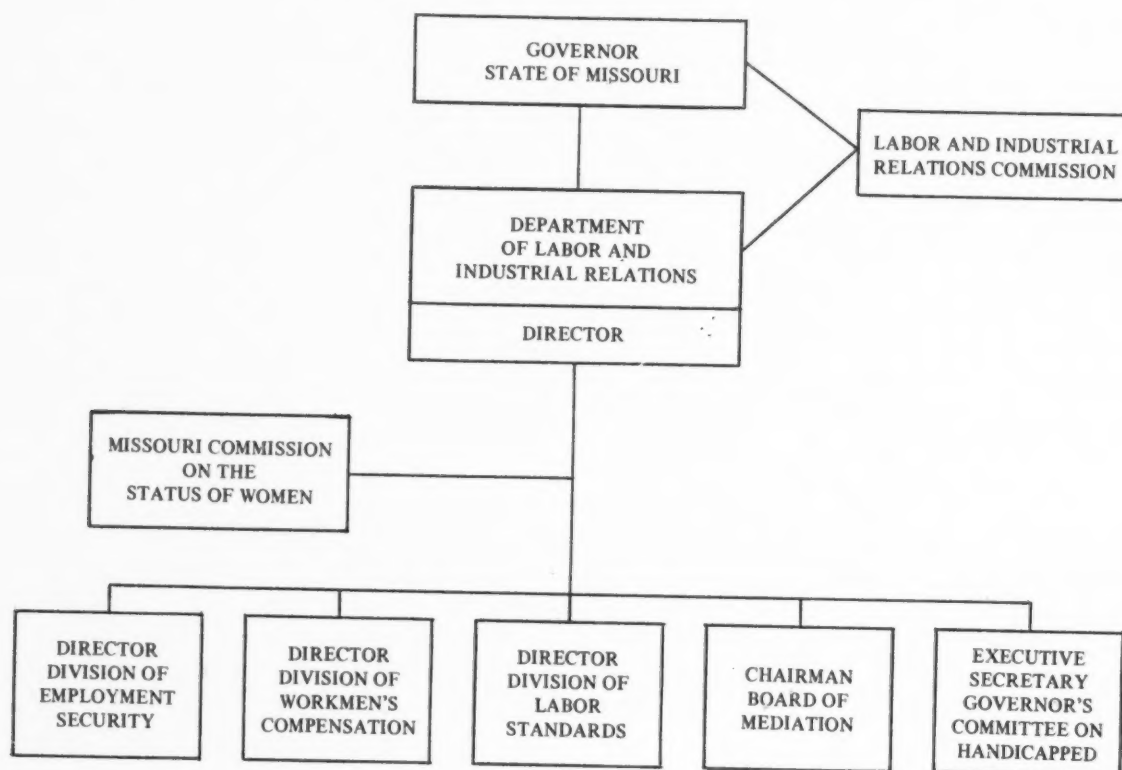
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DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS



This Fifth Annual Report of the Department of Labor and Industrial Relations sets forth the salient activities of the six agencies which the Department comprises.

The Department of Labor and Industrial Relations is responsible for administering programs which (1) promote job placement, (2) provide an income contribution for workers to offset the loss of a job because of injury, (3) provide an income contribution for workers to offset the loss of a job because of layoff, (4) focus on the role of women in the work force, (5) resolve matters of majority representation and appropriate bargaining units, and the first steps in collective bargaining, (6) regulate wages for certain work in public works and construction and for women, and (7) assist in employment of the handicapped.

Individual economic stability and advancement is the primary goal of the department. Underlying the economic stability goal is the need to be responsive and fair to both employees and employers. The three-member Labor and Industrial Relations Commission serves as an appeals body, and makes decisions from appeals by interested parties concerning monetary awards arising out of the unemployment insurance and workmen's compensation programs, and from determinations on the prevailing hourly rates of wages on public works and highway contracts.

The Unemployment Insurance Program, a unit of the Division of Employment Security, began in 1937, and a second unit, the state employment service (now Job Service) was first established in 1899 by the General Assembly and in 1933 was affiliated with the United States Employment Service. The Division of Workmen's Compensation was formed in 1926, and the Division of Labor Standards has functioned under various titles since 1879. The Board of Mediation administers a law enacted in 1947, and the Commission on the Status of Women became statutory in 1967. The Committee on Employment of the Handicapped became statutory in September 1977.

LABOR AND INDUSTRIAL RELATIONS COMMISSION

Pursuant to the Omnibus State Reorganization Act of 1974, Revised Statutes of Missouri (1977 Supp.), Section 8.1 provides:

"There is hereby created a Department of Labor and Industrial Relations to be headed by a labor and industrial relations commission as provided by section 49, article IV, constitution of Missouri. All the powers, duties and functions of the industrial commission are transferred by type I transfer to the labor and industrial relations commission and the industrial commission is abolished. The commission shall nominate and the governor shall appoint, by and with the advice and consent of the senate, the director of the department to be the chief administrative officer of the department."

The Labor and Industrial Relations Commission (hereinafter called "commission") is composed of three members appointed by the Governor by and with the advice and consent of the Senate. One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the state of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employee. A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Under the transfer of delegated legislative authority, the commission shall appoint a secretary who shall serve at the pleasure of the commission. The secretary shall be a citizen and a qualified voter of this state and shall have had at least five years' experience in business or public administration or office management. The secretary keeps full and true records of all proceedings of the commission and copies of all rules, regulations, decision and orders made by the commission and is responsible to it for the safe custody and preservation of such records and documents. Under the direction of the commission, the secretary shall have general charge of its office, superintend its clerical business, and perform such other duties as the commission may prescribe.

DUTIES

In addition to the responsibility of the overall supervision and control of the department, which has for the most part been delegated by the commission to the director of the

department for administrative purposes, the commission entertains in one form or another all appeals from all decisions and awards in workmen's compensation, unemployment compensation and prevailing wage cases at the highest administrative level. In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

The appellate workload carried out by the commission in fiscal years 1979 and 1978 is shown in the accompanying charts.

APPEALS FROM DECISION OF APPEALS TRIBUNAL

EMPLOYMENT SECURITY CASES

	1979	1978
Employee Benefit Appeals Received	3,313	3,713
Employer Contribution Appeals Received	77	66
Hearings and Oral Arguments	9	28
<u>Benefit Decisions and Orders</u>		
Appeals Denied	2,729	3,100
Appeals Dismissed	194	477
Affirming Appeals Tribunal	56	14
Modifying Appeals Tribunal	114	25
Reversing Appeals Tribunal	81	108
Orders of the Commission	10	9
Orders to Reconsider and/or Remand	10	30
Orders Remanded for Re-Hearing	86	64
<u>Contribution Decisions and Orders</u>		
Appeals Denied	61	60
Appeals Dismissed	0	11
Orders of the Commission	7	4
Orders to Reconsider and/or Remand	3	12
Benefit Cases Pending as of June 24	675	642
Appeals to Circuit Court	107	85

WORKMEN'S COMPENSATION CASES

	1979	1978
Application for Review of Award of Administrative Law Judge	171	170
Application for Modification of Award of Administrative Law Judge	38	53
Applications for Approval of Settlements	28	35
Awards Issued	95	117
Orders Issued	118	118
Hearings, Oral Arguments and Evidence	48	55
Cases Appealed to Circuit Courts	44	59
Applications for Review on Hand June 30	39	26
Applications for Modifications Pending June 30	12	10

Cases Pending for Review June 30	23	25
Cases Pending for Oral Arguments June 30	45	36

The commission in its day-to-day operations is also involved with wage collection, improper discharges, child labor, hazardous occupations, occupational health and safety on a national as well as state level, the accumulation and compilation of statistical material requested by particular agencies, both state and federal, the compilation, assimilation and composition of draft legislation related to labor and industrial relations, and, among other things, the continuous examination, collection and, when required, publication of laws and material related to labor and industrial relations.

The director of the department is the Chief Administrative Officer.

DIVISION OF EMPLOYMENT SECURITY

As a guide to the interpretation and application of this law (Missouri Employment Security Law), the public policy of this state is declared to be as follows: Economic insecurity due to unemployment is a serious menace to the health, morals, and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under the police powers of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment. (Missouri's Statutes)

The Division of Employment Security is responsible for administration of job service, job preparation, and unemployment insurance programs in the state.

ENABLING LEGISLATION

The United States Congress, to meet the need for an adequate official program to deal with the nation's employment process and manpower problems, enacted the Wagner-Peyser Act of 1933. This Act established the United States Employment Service and provided for the development of a nationwide system of public employment service offices, operated by the individual states according to standards set up by the federal government.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 first went into effect January 1937.

Costs of operating the Division, and the major part of its program costs, are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are

made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers as defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.

THE DIVISION

At the close of the fiscal year on June 30, 1979, Missouri's Employment Security Program ended its forty-second year of operation.

The Division of Employment Security is charged by law with the administration of a state employment service and unemployment insurance program, the primary objectives of which are three-fold. They are:

- (1) to find employment for the unemployed.
- (2) to collect taxes (officially called contributions) from employers in order to build up a fund to provide

- unemployment insurance payments for persons unemployed through no fault of their own, and
- (3) to pay unemployment insurance (officially called benefits) to those who are eligible under the law and are unemployed through no fault of their own.

Sixty-nine local offices were in operation throughout the State in fiscal year 1979 providing employment services and unemployment insurance services. Some of these were full-service offices, some provided employment services only, some were part-time, some were temporary. Comprehensive Employment and Training Act (CETA) program administration is a responsibility of all local offices. Additional offices operate with only WIN and CETA responsibilities. WIN is the Work Incentive Program.

To accomplish the Division's essential work, computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Included in economic data produced by the Division for the state and for use in national labor market estimates are: regular statewide and area estimates of the labor force, employment, unemployment, hours worked, earnings and labor turnover, resident labor market information used in CETA, and occupation information.

As of June 30, 1979, the Division had a total of 2,432 employees, of whom 2,196 were permanent, and 236 were temporary employees available to work on an intermittent or part-time basis. Of the permanent staff, 765 were assigned to the central office and 1,431 to the local offices throughout the state. Temporary personnel totaled 34 in the central office and 202 assigned to local offices statewide.

shortages. The result was a rather sharp drop in real gross national product. This situation was reflected in Missouri labor market conditions. The average workweek of manufacturing production workers tended to be shortened, especially in the Motor Vehicles and Equipment industry as a result of plummeting auto sales. Both total and payroll employment generally stopped growing during this period, although no significant decreases were noted. After March, unemployment remained essentially constant except for seasonal changes.

These conditions also affected the operations of the Division of Employment Security. Initial unemployment insurance claims began to increase late in the fiscal year, especially in the motor vehicle industry. Total claims remained well below the year-earlier level, however. As employment growth halted, the number of job openings received by the Division tended to fall below the level of a year earlier.

Thus, FY 1979 appears to have ended in transition. Unemployment had fallen about as low as it was likely to, and employment had shown no significant growth for several months. Missouri labor market conditions, and hence the operations of the Division of Employment Security, were poised to reflect economic developments in the ensuing months.

JOB SERVICE

The Job Service section of the Division of Employment Security provides "jobs for people and people for jobs" at 74 individual locations through the State of Missouri.

PLACEMENT

The Job Service tries to match the best qualified applicant to the best available job opening.

In fiscal year 1979, 396,095 applicants registered in our Job Service Offices. The Job Service Offices were able to fill 177,849 non-farm job openings with qualified job seekers.

To increase placement service to applicants and employers, the Job Service has installed a computerized order and applicant file. This system allows each local office to have access to all job orders throughout the state and also all applicants that are placed in the matching file.

Staff members are encouraged to visit local employers and tour employer facilities to gain a better understanding of the type of applicants an employer needs.

Missouri Job Service was notified in March 1979 that we led all states in individual placements per staff member.

INTERAREA CLEARANCE SYSTEM

The Interarea Clearance System operating through a nation-wide network of Local Job Service Offices provides service to employers by locating, selecting, and referring qualified workers from other areas when qualified workers are

THE LABOR MARKET ENVIRONMENT FISCAL YEAR 1979

Fiscal Year 1979 marked the completion of more than three years of recovery of the Missouri labor market from the effects of the recession of 1973-75. Employment reached a new high and unemployment fell to its lowest level in about five years during FY 1979. The year also saw a slowing in economic growth which culminated in a downturn in the final quarter. If continued for another quarter, this decline would mark the beginning of a new recession.

Average employment of 2,183,000 during FY 1979 was 2.6 percent higher than in the previous year. Since this rate of growth exceeded the 1.6 percent growth of the labor force, unemployment was significantly reduced. An average of 103,000 Missourians were unemployed during FY 1979, down more than 19,000 from the previous year, as the unemployment rate fell from 5.4 to 4.5 percent.

Nonagricultural wage and salary employment experienced growth similar to that of total employment, increasing by 2.1 percent from the FY 1978 level to an average of 1,946,000 jobs in FY 1979. Growth occurred in both the manufacturing and nonmanufacturing sectors.

The slowing of economic growth which took place over the year was exacerbated in the final quarter (April-June) by the effects of the labor dispute in the trucking industry and gasoline

not available locally. Service is also provided applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. In addition the Interarea Clearance System supplements other employment service activities by providing information about current labor area supply and demand.

ALIEN LABOR CERTIFICATION

The entire program of alien labor certification is strictly regulated by law - from the filing of a request for a worker by the employer to the ultimate decision-making and the ensuing notification by the U.S. Department of Labor.

In most cases, an alien who wishes to immigrate for the purpose of employment (instead of on another basis, such as close relationship to U.S. citizens) is not eligible to obtain a visa or legally enter the United States until the Department of Labor has determined and certified to the Department of State and to the Immigration and Naturalization Service that:

1. Qualified United States workers are not available, and
2. Employment of the alien would not adversely affect the wages and working conditions of the workers in the United States who are similarly employed.

The Missouri Job Service local office serving the area where the alien is to be employed is responsible for the processing of forms and any required documents or written contracts after they have been completed by the employer and/or the alien.

The Department of Labor forms used for requesting certification of an alien may be obtained at any Missouri Job Service local office, Immigration and Naturalization Service Office, or from the Consulate in the foreign country where the alien claims residency.

In 1979, 250 applications were processed in Missouri and forwarded to the Department of Labor.

JOB INFORMATION SERVICE

Each local office has a Job Information Service Section which allows job ready applicants to look at a microfiche containing job orders. Applicants can select jobs on their own. After the applicant makes a selection a staff member reviews the applicant qualifications and the job order requirements. If the applicant meets the job order requirements, the employer is contacted and the applicant is sent for a job interview.

The Job Information Service contains jobs from four job bank areas which cover the entire state. There is also a microfiche which lists out-of-state clearance orders and State Personnel Merit System Announcements.

Brochures and pamphlets are available to help the applicant prepare a resume or provide information for an employment search.

EMPLOYER SERVICES

During FY 1979 the Missouri Division of Employment Security was able to accomplish and, in some cases, exceed the goals and objectives established for services provided to the employers of

Missouri. Also during FY 1979 the Missouri Division of Employment Security filled more employer job openings than in any year since the Korean War.

In an effort to provide employers with more personalized service and to insure effective communication, the local offices have been utilizing the Accounts Executive System. This involves the assignment of employer accounts to specific placement staff. The use of this system has resulted in a pronounced increase in productivity per staff year of placement personnel.

The number of Job Service offices providing services to employers was expanded during FY 1979 to 43 full-functioning offices plus 25 satellite and sub offices.

The Job Service Improvement Program was continued and expanded during the past fiscal year and has now been installed in 19 local office areas. This program will be introduced into the St. Louis and Kansas City metropolitan areas during the forthcoming fiscal year. The program has proved to be very successful in obtaining recommendations from employers for ways and means of upgrading employment services provided Missouri employers.

The agency employer contact services were increased during FY 1979. More than 56,293 personal visits were made to employers in an attempt to promote the use of our services and to assist in resolving their employment problems.

The liaison between Job Service and the Division of Commerce and Industrial Development was maintained throughout the state. Labor market information and other assistance was furnished to all prospective employers desiring to locate within this state.

JOB BANK

Job Bank is a computerized job order file listing all job openings given by employers to Job Service Offices. The orders and all activity are updated instantaneously and are accessible by Job Service Offices on-line via CRT (Cathode Ray Tube). Job orders are also produced on microfiche.

The Missouri Job Bank, which started in St. Louis as the second automated Job Bank in the Nation, operates statewide and in 10 Illinois and 12 Kansas Offices. Through this automated system these Job Service Offices are all linked together to assist employers by recruiting throughout the entire Job Bank system for qualified applicants. Job applicants also have the assurance of knowing that their application can be matched against job orders in the entire Job Bank network of Job Service Offices.

RURAL MANPOWER SERVICE

Rural Manpower Services attempts to deliver the full range of employment services to all client groups with emphasis being placed to assist those persons who live and work in rural Missouri. A continued effort to locate local offices in rural areas has aided and expanded the availability of services to rural Missouri.

The branch and full range facilities in rural areas are utilized by non-agricultural applicants and employers as well as farm employers and workers. Even though agriculture plays a major

role in Missouri economy (\$3.7 billion) there is a continuing decline in the demand for year-round farm workers. This is the result of mechanization, higher minimum wages, and improved technologies.

Non-agricultural employment continues to move and expand into rural areas at a faster rate than in metropolitan areas. The annual average non-agricultural employment during FY 1978 rose three percent to 1,850,733.

In FY 1979, the Missouri Job Service placed 65,378 rural individuals in gainful employment. This accounts for 49 percent of the statewide placements, which is 57 percent more than last year. Agricultural placements accounted for 2,476 of the total, an 11 percent increase over FY 1978.

With the separate identification of migrant and seasonal farmworkers we have made special efforts to contact and provide services to those migrant and seasonal farmworkers who seek our assistance as well as those whom we contact through outreach efforts.

JOB MATCHING

Computerized Job Matching has been implemented and is operational in all the local offices in Missouri including the five counties in Kansas, included in the Kansas City metropolitan area, and the six counties in Illinois, included in the St. Louis metropolitan area.

Job Matching utilizes the computer to match applicant qualifications and preferences against employer job specifications instantaneously via the CRT (Cathode Ray Tube) terminals.

Services to applicants and employers can be performed faster and more efficiently with this system.

TJTC - TARGETED JOBS TAX CREDIT

Targeted Jobs Tax Credit (TJTC) is a tax credit for employers who hire members from any of seven targeted groups within the work force (economically disadvantaged youth, Vietnam era veterans, ex-convicts, Vocational Rehabilitation referrals, general assistance recipients, supplemental security recipients, Cooperative Education (COE) participants). The purpose of the program is to provide an advantage in the labor market for those who have the most difficulty in securing employment. It is founded on three principles: work as a way for the disadvantaged to gain the skill, training and experience they need to succeed; employment in the private sector as the best hope of solving the problem of structural unemployment; and resources targeted on those most in need. TJTC is a cost effective way of increasing private sector employment opportunities by offering tax paying businesses direct incentive to make more and better jobs available to the disadvantaged and to retain these workers in the critical first two years of employment. The credit applies to those wages paid between January 1, 1979, through December 31, 1980, and is equal to 50 percent of the first \$6,000 the first year and 25 percent the second year.

SERVICES TO THE VETERAN

Veterans will continue to receive preferential treatment in all services offered by this State Agency.

Training of Local Veterans Employment Representatives (LVER's) and Disabled Veterans Out-Reach Program (DVOP) will be an ongoing endeavor.

LVER's and other employment representatives will assist employers with federal contracts and subcontracts to formulate Affirmative Action Plans to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era.

Monitoring of all veteran services will be conducted by the State Coordinator as well as other Veterans Employment Service Staff. Analysis of statistics will be an ongoing function to detect local offices that might need assistance in meeting nationally assigned goals.

SERVICES TO THE HANDICAPPED

Efforts are made by the Agency to provide employers and the public with information explaining the contribution the handicapped applicants can make to the labor force. Information is also given to employers regarding the requirements of the affirmative action provisions of the Rehabilitation Act of 1973.

Job Service also coordinates with other state agencies in the Cooperative Agreements for Handicapped Job Seekers. This involves all facets of rehabilitation and placement efforts on behalf of the handicapped applicant. The Job Service also participates in National Employ the Handicapped Week.

During FY 1979, the Job Service placed 7,699 handicapped individuals in jobs. These placements of handicapped applicants represented 4.3 percent of the total placements made by Job Service.

SERVICES TO THE OLDER WORKER

Special emphasis is placed on ensuring that applicants 45 years of age or older are provided the full range of available employment services. Services of the Older Worker Specialist are available in local offices to ascertain that the laws regarding age discrimination are adhered to and to assist in overcoming barriers often encountered by many older workers.

Local observance of National Employ the Older Worker Week is one of the many efforts undertaken to inform the public and especially employers of the capabilities of the older worker.

The 15,747 older workers placed by Job Service in FY 1979 represented 9.3 percent of the total placements made during the year.

SERVICES TO YOUTH APPLICANTS

Youth Specialists, available in each local Job Service Office, provide assistance to applicants between the ages of 16 and 21.

Services are provided to in-school and out-of-school youth from both high school, junior college, and college settings. In addition to placement assistance, services provided include presentations on labor market and career opportunities, organization and participation in Job Fairs and instruction in appropriate job seeking skills.

Job Service works closely with all community programs and operates several special youth manpower programs. Youth

Conservation Corps (YCC), Young Adult Conservation Corps (YACC), Summer Youth Employment (SYEP) programs, and Comprehensive Employment and Training Programs (CETA) are made available to interested young people.

Job development, referral and placements are the major focus of youth services. In FY 1979, youth placements totaled 62,447 and represented 42 percent of the total individuals placed.

SERVICES TO MINORITY APPLICANTS

The minority group program is designed to provide technical assistance to employers, applicants, and community groups to assure that effective employment services are made available to all ethnic groups. All Job Service operations and procedures are conducted within the full meaning and intent of state and federal Civil Rights Statutes.

In accordance with recent Department of Labor directives, this Agency has designated an individual as State Linkage Coordinator. This individual has the responsibility of maintaining cooperation between this Agency and the Office of Federal Contract Compliance for the purpose of assisting private sector employers in meeting their equal employment opportunity obligations regarding employment of minorities.

In FY 1979, 35,585 minority group individuals were placed by Job Service. They represented 21.4 percent of the total placements made.

THE TRADE ACT OF 1974

The Trade Act of 1974 was enacted to provide assistance to workers separated from employment due to increased imports of goods and products. Job Service is responsible for assisting misplaced workers to find equivalent employment or, when necessary, upgrading their skills through vocational or on-the-job training enabling them to obtain other suitable employment. Since April 1975, Job Service offices have provided employability services to 3,755 different applicants separated from 90 Missouri firms affected by Trade Act legislation. During FY 1979, employability services were provided to 1,309 new applicants who lost their jobs due to imports.

EMPLOYMENT COUNSELING

Individuals experiencing difficulties in choosing or adjusting to work situations may utilize employment counseling.

Employment counseling is available for applicants needing assistance in establishing suitable employment plans. Counseling helps the individuals evaluate knowledges, skills and abilities, vocational training, and testing.

Employment barriers such as insufficient education, poor work skills, health problems, lack of work experience, or job adjustment problems may be discussed. Individuals needing counseling assistance are referred through placement technicians, counseling staff, and by referral from cooperating community services.

The counseling program is evaluated quarterly. In this evaluation, emphasis is upon quality, appropriateness of services

and upon the positive outcomes resulting from the counseling services. During FY 1979, 61 percent of the individuals counseled terminated counseling positively.

There were 87 counselors serving 36 locations including local Job Service offices, Work Incentive Program offices and Comprehensive Employment and Training Act offices throughout the state during the fiscal year. The counselors provided counseling services to approximately 23,000 individuals.

FOOD STAMP PROGRAM

The Food Stamp Program was implemented under the Department of Agriculture, Food and Nutrition Service, by Act of Congress in 1964. This Act was amended in January 1971 to include the requirement of work registration for Food Stamp recipients. The administration of the Food Stamp Program is assigned to the Division of Family Services. The work registration function is accomplished by a cooperative agreement between the Divisions of Family Services and Employment Security. The local Job Service Offices carry out the congressional intent of the work test by referral of employable Food Stamp recipients to suitable employment or training.

All counties in Missouri were certified for the Food Stamp Program as of July 1, 1974.

COMMUNITY PROGRAMS

COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

The Comprehensive Employment and Training Act (CETA), first enacted in 1973, authorizes a combination of programs which are designed to provide specific employment and training services needed to prepare and place eligible individuals in unsubsidized employment. The Act was amended in 1978. These 1978 amendments dramatically changed the CETA Act. The amendments require a more comprehensive program which is intended to move the participant through training components and then into unsubsidized employment. Each participant must now have an individualized Employability Development Plan which charts the course from training into unsubsidized employment. This plan must also be reviewed and modified, if needed, during the participant's enrollment in CETA programs. The amendments also require additional eligibility determination review and follow-up activities. Because of the above mentioned changes, the Division has become more involved in CETA activity and has added additional CETA contracted staff in order to accomplish the additional requirements of the new CETA Regulations.

The CETA Act is intended to decentralize planning and administration of local manpower programs from the Federal government to state and local governments by establishing prime sponsors on the local level. The following local government entities could apply for and be approved by the Department of Labor to be a prime sponsor:

1. Any city or county which had at least 100,000 population.

2. A consortium of two or more local units, one of which had a population of at least 100,000.
3. An entire state.
4. A state serving a balance of its territory not included in any local prime sponsor's area.

The State of Missouri in fiscal year 1979 had nine prime sponsors: Kansas City Consortium, the Balance of Jackson County, St. Louis City, St. Louis County, City of Springfield, Jefferson/Franklin Counties Consortium, City of Independence, St. Charles County, and Balance of State.

During the summer of fiscal year 1979, the Division inaugurated a pilot program intended to move Public Service Employment (PSE) participants from subsidized PSE jobs into unsubsidized jobs and to assist disadvantaged youth to find jobs. Summer Counselors were hired, under contracts with CETA Prime Sponsors, to provide a concentrated program of Job Seeking Skills Training to both PSE participants and disadvantaged youth. The program was well received by the participants and provided positive training on job seeking skills to the participants. Because of the success of the summer pilot program some type of job seeking training will be provided to CETA participants in the future.

In FY 1979, the Division was successful in contracting with all the prime sponsors in the State for one or more of the following types of programs: Skill Training (Class Size or Individual Certification), On-The-Job Training (OJT) and Public Service Employment (PSE). The contracts providing for program administration, service to clients, payment of skill training allowances, payments of employer contracts in OJT and sub-agent contracts in PSE.

The Division has developed a computerized Management Information System for the specific needs of prime sponsors. The system is intended to provide Federal reporting requirements for prime sponsors and also to handle special reporting requirements on demand. This system is presently being used by six of the nine prime sponsors in the State.

SKILL TRAINING

The primary purpose of Institutional Skill Training is to provide to CETA eligible participants an entry level skill which will enhance their ability to enter the labor market in a training related occupation and lead to economic self-sufficiency.

Three distinct processes are involved in a skill training program. The first process is the selection of trainees and the determination of appropriate training. In many instances this involves vocational counseling and testing. The second process is the payment of training allowances to trainees. The final step is follow-up and job placement following training.

The Division has administered and contracted for all three aspects of the program with most of the State's Prime Sponsors. With a few Sponsors, the contract merely covers the selection and referral process or payment of allowances.

During fiscal year 1979, contracts to conduct Skill Training programs were signed with five prime sponsors. The contracts provided for training some 4,826 individuals at a cost of \$8,942,977 including administrative costs and client services.

PUBLIC SERVICE EMPLOYMENT

The Public Service Employment (PSE) Program was created

by the Comprehensive Employment and Training Act of 1973. The PSE Program is administered by the Missouri Division of Employment Security under contract to the "Balance of State" prime sponsor, the Office of Manpower Planning.

The PSE Program was originally designed to reduce unemployment by providing reimbursement to public service employers for the salaries of PSE qualified employees. Public service funds in the form of salaried positions are made available to various cities, counties, school districts, and non-profit agencies within the state.

The provisions of the Comprehensive Employment and Training Act of 1978 changed the emphasis of the PSE Program from the reduction of unemployment to a multifaceted program which includes targeting services to persons most in need, comprehensive planning and coordination of various CETA employment and training activities and transition of participants into unsubsidized employment.

In fiscal year 1979, the Missouri Division of Employment Security administered more than 34 million dollars under Titles II-D and VI of the Act involving more than 6,000 positions throughout the state. The highlights of this year's activity were the implementation of individual employability planning and a very successful demonstration project which offered formalized Job Seeking Skills Training for PSE participants.

ON THE JOB TRAINING

The Comprehensive Employment and Training Act On-the-Job Training Program is a cost reimbursable program for employers in both the public and private sectors of the economy. The employer in each instance enters into a contractual agreement with the Division of Employment Security to provide employment and on-the-job training in specific occupations and pay wages as designated in the subcontract. As a result of the subcontract, the Division of Employment Security agrees to reimburse the subcontractor on a monthly basis for a portion of the cost incurred in recruiting, training and supportive services, which are over and above those normally provided by the employer. Trainees are certified as eligible for the program by local offices of the Division of Employment Security.

In fiscal year 1979, contracts to conduct programs of On-the-Job Training were signed with six prime sponsors. These contracts provide for the training of 5,430 individuals at an estimated cost of \$6,210,338 including administrative costs and service to applicants. At the time of this report, 1,050 individuals remain in training, in addition to those who have completed and those to be enrolled in subcontracts written before the end of the fiscal year.

JOB CORPS

Job Corps is a live-in job skills training program funded under Title IV of the Comprehensive Employment and Training Act (CETA) of 1973 as amended. The national system of over 65 residential centers in most of the United States and Puerto Rico provides basic education, vocational training, counseling, health care, and similar renewal services to help economically dis-

advantaged young men and women (16 through 21 years of age) prepare for jobs and responsible citizenship. Enrollees in Job Corps residential centers receive room and board, clothing for work and dress, books and other learning supplies, and a cash living allowance. Part of the allowance is paid on leaving the program after satisfactory participation. A few of the centers can also accommodate young people who do not live on center but take training during the day. Training, often by skilled union workers, is given in such occupations as heavy equipment operation, auto repair, carpentry, painting, masonry, bricklaying, nursing, or in a college program. Education includes reading, mathematics, social studies, and preparation for the General Education Development (GED) high school equivalency examinations. Job Corps enrollees also receive instruction in general living skills, such as hygiene and grooming, getting along in the world of work, and constructive use of leisure time.

The Job Corps centers, in fiscal year 1979, had a capacity of 44,000.

There are two centers in Missouri. One is at Puxico, Missouri, which has a capacity for 224 male enrollees. The other center is at Excelsior Springs, Missouri, which is a co-ed center, with capacity for 400 enrollees. In addition to these two centers we have two satellite non-residential centers, operated by the Excelsior Springs Center. One is in St. Joseph, Missouri, for 50 enrollees and the other is in St. Louis for 190 enrollees.

A new co-ed center for 450 enrollees is scheduled to be opened in St. Louis during FY 1980 with the first input about April 1980. The Missouri Division of Employment Security is planning on a quota of 1,700 training slots in FY 1980. The Job Corps placement record has continued to be outstanding with 96 percent of completers being placed and 91 percent of all returnees being placed.

WORK INCENTIVE PROGRAM

The Work Incentive (WIN) Program is an interagency program whose function is to provide employment and social services to enable recipients of Aid to Families with Dependent Children (AFDC) to move from welfare to work. The structure mandated to perform this function throughout the nation is a Department of Labor and Department of Health, Education and Welfare partnership. In Missouri, WIN is administered jointly by the Division of Employment Security and the Division of Family Services.

A distinctive feature of the program is the provision of a combination of services designed to meet the needs of the individual and made available through the joint efforts of the two agencies. This very often includes coordination and cooperation with a multiple of other employment and social services agencies in the community.

All adult applicants for and recipients of AFDC are required under provisions of the 1967 Amendments of Title IV of the Social Security Act to register with WIN, unless legally exempt. These legal exemptions include residents of counties not covered by the program. However, eligible AFDC recipients residing outside of the mandatory counties may volunteer. The Work Incentive Program is administered locally in the following areas of the State: St. Louis metro area which includes St. Louis City, St. Louis County, St. Charles and Jefferson counties; Kansas City metro area which includes Kansas City, Jackson,

Clay and Buchanan counties; Southeast WIN area which consists of Cape Girardeau, Scott, Stoddard, Mississippi, New Madrid, Pemiscot, Dunklin and Butler counties, and the six-county area of Howell, Ozark, Douglas, Texas, Shannon and Oregon counties. Single office areas include Springfield for Greene county, Joplin for Jasper and Newton counties and Columbia for Boone county.

FEDERAL BONDING PROGRAM

The Employment and Training Administration of the Department of Labor provides fidelity bonding coverage to qualified job applicants who cannot otherwise obtain it. The Division of Employment Security is designated as the sponsor and is directly responsible for administering the program in Missouri. Bonding coverage is available to all individuals who cannot obtain suitable employment because they have police, credit or other records which would preclude their coverage through regular commercial channels.

The job seeker or his prospective employer may request bonding coverage by contacting any of the Job Service offices of the Missouri Division of Employment Security. The amount of coverage and length of time will be determined after reviewing the bonding request.

APPRENTICE INFORMATION CENTER

The Apprenticeship Information Centers (AIC) are located in Kansas City and St. Louis Metropolitan areas and should be regarded as the coordinating point for the major portion of the employment service apprenticeship activities. These centers render service to all segments of the population, but have as their main objective the service to minorities, Veterans and females.

The Apprenticeship Training Center areas of jurisdiction are primarily the Metropolitan area where the Center is located, but in addition each center serves as a source of information for approximately half of the State of Missouri.

With the increased emphasis on apprenticeship training for youth and particularly for minorities and female applicants, the role of the AIC is becoming more important.

During the current fiscal year, a total of 4,970 new applications were received by the Centers; and during this period 5,841 were referred to apprenticeable openings, and 692 were accepted for training.

NATIONAL ALLIANCE OF BUSINESSMEN

The National Alliance of Businessmen (NAB) is an independent, non-profit corporation working in partnership with business, labor, government and education to reduce the unemployment problems of the disadvantaged, the youth, the ex-offender, the handicapped, Vietnam Veterans and others.

Increased funding has been received by NAB in 1979, due to the support that NAB will give to the new Private Sector Initiative Program (PSIP) and the Targeted Jobs Tax Credit (TJTC).

Under NAB's guiding principle of decentralized program responsibility, and emphasis on local direction and planning of local programs, the Metro is the Alliance's action arm.

In each locale, the annual pledge campaign and the basic work involved in opening doors to the areas' disadvantaged is carried out by the Metro, an organization having a Chairman who is usually a senior local executive, an Advisory Board of area business leaders, and a core staff under a Metro Director, who reports to the Chairman and Advisory Board.

There are more than 200 Job Service employees on loan to NAB who are outstationed in the NAB Metro Offices. These Job Service employees are called Manager, Employment and Training. Their job is to act as a liaison person between Job Service and NAB to coordinate the receipt of job orders which may be generated by NAB activity and the referral of applicants to fill these orders.

UNEMPLOYMENT INSURANCE

The Unemployment Insurance Program provides protection to workers against loss of income during periods of involuntary unemployment. Payment of benefits to eligible claimants is made from a trust fund supported by a tax on the payroll of Missouri employers covered by the Employment Security Law. No part of the unemployment tax is deducted from the worker's wages. The benefits paid to unemployed workers serve to support the economy of the state by helping maintain the level of purchasing power.

During the year the insured unemployment rate (IUR) dropped from 3.18 percent for fiscal year 1978 to 2.54 percent for fiscal year 1979. Although tax (contributions) payments increased by \$37,295,228, the balance in the Unemployment Insurance Trust Fund remained below statutory requirements and the 0.5 percent surtax, first in effect in 1976, was continued.

TAX FUNCTIONS

With the first full fiscal year of coverage under legislation enacted as House Bill 707 by the 79th General Assembly, the number of liable employers subject to the law was 109,273. The growth in number of employers and the increase in the taxable wage base from \$4,500 to \$6,000 resulted in an increase in tax (contributions) collected from \$182,261,735 in the prior fiscal year to \$219,556,963.

The primary result of House Bill 707 was coverage of 163 of the state's larger agricultural operations employing about 3,900 farm workers; 1,100 households employing about 1,900 domestic workers, public and parochial primary and secondary schools employing about 97,500 workers, local government workers numbering nearly 200,000, and the balance of state workers not previously covered by the law numbering about 65,000. Prior to 1978 only state workers in hospitals and institutions of higher education were covered under the state's unemployment insurance law. It is estimated that 97.4 percent of Missouri's nonagricultural wage and salaried workers are

currently provided unemployment insurance protection.

At the end of the fiscal year, the balance outstanding in contributions due was \$2,831,868. Nonprofit and governmental employers electing the reimbursement method of payment owed \$1,292,453. Under this method of payment, employers reimburse the Unemployment Insurance Trust Fund the amount of benefits paid their former workers.

There were 45,841 determinations of employer liability made during the fiscal year resulting in 18,162 newly liable employers, 17,924 inactivations resulting from business cessations or transfers of employer accounts following changes in ownership, and 9,755 determinations on employing units found not liable under the law.

Seventy field auditors working out of the Division's local offices assist employers with unemployment insurance tax problems, make liability investigations, collect delinquent unemployment insurance taxes and audit employer records to determine employer compliance with the Missouri Employment Security Law.

During FY 1979, the auditors made 46,102 contacts with employers, attorneys, and accountants relative to investigation of employer liability and collection of unemployment insurance tax. In addition to the above, the field auditors audited the records of 4,754 employers. The auditors found overreported tax in the amount of \$84,484, underreported tax of \$297,714, overreported taxable wages in the amount of \$3,383,929, and underreported taxable wages in the amount of \$11,190,798. The auditors also found 4,669 workers covered under the law which employers had failed to report.

BENEFITS

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim for benefits in one of the Division's local offices. The issues involving eligibility of a claimant and whether or not a disqualification is to be assessed are investigated and originally determined in the local offices by specially trained staff.

Under the interstate Benefit Payment Plan which is subscribed to by all states, a worker can file a claim for benefits against any state in any local office in the United States, Canada, Puerto Rico, or the Virgin Islands. The state through which he files (the agent state accepting his claim) makes reports and supplies facts to the "liable" or paying state.

Missouri claims takers accepted 24,006 initial claims and 180,994 claims for weeks of benefits against other states. Claims against Missouri, as liable state, number 17,369 initial claims and 102,656 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

A person must have worked and earned certain qualifying wages to be entitled to any unemployment insurance benefits. In the fiscal year ending June 30, 1979, there were 48,588 people who filed claims and were not entitled to benefits because they had not met this initial requirement.

In addition to having sufficient wage credits, there are other

conditions in the Missouri Employment Security Law which a claimant must meet in order to qualify for benefits. The first pertains to the reason for the claimant's separation from his job or refusal of suitable work, and the second, to his eligibility during the period he is claiming benefits. Issues affecting eligibility can be raised by the claimant's former employers or through information secured from the claimant when the claim is filed. Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the factors involved in accordance with the requirements of the law. Determinations were made on 216,668 disputed claims during 1979. The claimant was disqualified or benefits denied for one or more weeks in 151,718 of these cases.

Voluntarily leaving a job without good cause attributable to the work or the employer was the primary reason for denial. In voluntary quit cases, the claimant is required to earn wages equal to ten times his weekly benefit to remove the disqualification. The same penalty applies if a claimant refuses suitable work without good cause. Misconduct connected with the work was another major reason for denial. The usual penalty for individuals discharged for misconduct connected with work is denial for one to eight weeks, depending on the seriousness of the act. In cases of aggravated misconduct, all or part of the wage credits earned with the employer involved can be canceled.

Other issues for which a claimant may be denied benefits for one or more weeks are failure to actively seek work, unavailability for work because of health or other reasons, unemployment resulting from a labor dispute, and receipt of pensions. Many claimants were denied benefits or received reduced benefits because of earnings or other remuneration.

Benefit Payment Control Program

The Division conducts a benefit payment control program to prevent and detect improper payments.

The primary source of detection is a quarterly crossmatch of employer wage reports with benefit payments. During FY 1979, 9,085 cases of improper payment were detected, totaling \$1,672,662. During this same period, unemployment insurance benefits paid on all programs administered by the Division amounted to \$138,591,158. The ratio of overpayments to benefit paid was 1.2 percent. In January 1979 a benefit/wage crossmatch was started with the State of Kansas. Overpayments resulting to date from crossmatching Missouri benefit payments with Kansas employer wage reports total \$52,789.

Collection of overpayments plays an important role in the benefit payment control program. During the year, the Division recovered \$1,145,310 of the benefits improperly paid. The net increase in outstanding overpayments (overpayments determined less overpayments collected) was 0.38 percent of benefits paid out during the fiscal year.

Of the 9,085 cases of improper payments, 5,283 were due to willful misrepresentation by claimants and 3,802 were the result of clerical, claimant or employer errors or other nonfraud causes. There were 606 cases involving flagrant fraud referred to the local authorities for prosecution resulting in 290 convictions or guilty pleas.

FEDERAL PROGRAMS

In addition to administering the state unemployment in-

surance program, the Division acts as agent of the federal government in the administration of federally funded programs which Congress has enacted to provide income maintenance to some people who are not protected by the state program.

Under these federal programs, the claimants must meet the same or similar eligibility requirements as the claimants for regular unemployment benefits. These federal programs are:

- (1) **Unemployment Compensation for Federal Civilian Workers.**
- (2) **Unemployment Compensation for Ex-Servicemen and Women.**
- (3) **Training Allowances under the Comprehensive Employment and Training Act.** These allowances are paid under contracts with designated prime sponsors throughout the state.
- (4) **Disaster Unemployment Assistance.** This program provides benefits to those who are unemployed because of a major natural disaster. It is operative when a declaration has been made by the President that a major disaster has occurred. In 1979, one major disaster was declared involving 15 counties that suffered flood damage. Payments were in excess of \$300,000 to individuals affected in this disaster.
- (5) **Transition Benefits.** These benefits are for the purpose of eliminating a gap in entitlement between the termination of Special Unemployment Assistance and the beginning of regular coverage under state law. Wages for services prior to January 1, 1978, in previously uncovered employment, which is covered on or after that date, may be used in determining an individual's eligibility for transition benefits. During the fiscal year, \$8,231,441 were paid in benefits under the program. New initial claims can no longer be filed under this program.
- (6) **Trade Readjustment Allowances.** These are payable to those people whose unemployment has been certified by the Secretary of Labor as due to the adverse effects of imports or tariff rules and regulations. These payments are designed to supplement any unemployment benefits the person has received or will receive. During the fiscal year, \$13,491,715 was paid in benefits under this program.
- (7) **Work Incentive Allowances.** These are incentive allowances paid to those individuals enrolled in the Work Incentive Program.

APPEALS

The Missouri Employment Security Law provides for appeals from deputies' determinations concerning unemployment insurance benefits and employer liability. After an appeal is filed, a trial-type hearing is conducted by an Appeals Referee who then renders a written decision. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

In fiscal year 1979, twenty-eight Appeals Referees rendered decisions or orders on 20,258 appeals on individual claims for unemployment insurance; 38 appeals concerning labor disputes involving 787 claimants; and 207 appeals concerning employer liability. In addition, 1,703 hearings were conducted for other states.

FIELD OPERATIONS

Field Operations has line authority over the local office managers in the administration of the Employment Security Job Service and Unemployment Insurance programs throughout the State.

The Operations provides liaison between technical specialists, program supervisors, and local office managers, and through coordinating efforts functions in securing proper emphasis and attention for each program and activity.

These changes in local offices were made during the year:

Three new offices were opened in St. Louis County - Mehlville, Des Peres and Jennings. The Dexter Local Office moved into new quarters with more space. A new office was opened in Blue Springs. One new office was opened in Kansas City South. The Mexico Local Office moved into new quarters. The St. Louis-North Office was relocated into new quarters.

These local office changes were based on consideration of accessibility, adequate parking, and improved facilities to accommodate the additional workload created by increased activities.

MISSOURI LABOR FORCE SUMMARY

(In 000's)

	Ann. Aver. 1978	Ann. Aver. 1977	Percent Chg. 1977 to 1978
Civilian Labor Force	2,262	2,228	1.5
Employed	2,148	2,097	2.4
Unemployed	114	131	-13.0
Unemployed Percent	5.0	5.9	

Benchmarked to 1978 CPS estimates.

MISSOURI EMPLOYMENT AND EARNINGS 1978 Annual Averages

Industry Title	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NON-AGRICULTURAL INDUSTRIES	1,927,900	N/A	N/A	N/A
TOTAL MANUFACTURING	452,800	\$248.40	40.0	\$6.21
DURABLE GOODS	261,300	272.14	40.8	6.67
Lumber & Wood Products	9,900	140.61	37.1	3.79
Furniture & Fixtures	8,100	194.53	39.7	4.90
Stone, Clay & Glass Products	13,600	269.84	40.7	6.63
Primary Metal Products	15,300	312.42	41.0	7.62
Fabricated Metal Products	33,000	264.38	40.8	6.48
Machinery exc. Electrical	37,100	267.19	40.3	6.63
Electric & Electronic Equipment	50,400	227.30	39.6	5.74
Transportation Equipment	77,500	353.42	43.1	8.20
Instruments & Related Products	7,400	193.85	39.4	4.92
Misc. Mfg. Inds.	9,000	146.26	37.6	3.89
NONDURABLE GOODS	191,500	215.73	38.8	5.56
Food & Kindred Products	46,900	262.91	41.6	6.32
Textile Mill Products	900	171.47	39.6	4.33
Apparel & Other Textile Products	30,100	130.90	35.0	3.74
Paper & Allied Products	13,400	231.64	39.8	5.82
Printing & Publishing	35,400	249.33	38.3	6.51
Chemicals & Allied Products	28,100	301.73	42.2	7.15
Leather & Leather Products	24,000	138.70	36.5	3.80
Other Nondurable Goods	12,700	204.97	38.6	5.31
TOTAL NON-MANUFACTURING INDUSTRIES	1,475,100			
Mining	7,600	N/A	N/A	N/A
Contract Construction	82,200	N/A	N/A	N/A
Transportation & Public Utilities	135,000	N/A	N/A	N/A
Wholesale & Retail Trade	461,400	N/A	N/A	N/A
Finance, Insurance & Real Estate	102,500	N/A	N/A	N/A
Services	349,700	N/A	N/A	N/A
Government	336,700	N/A	N/A	N/A

BLS establishment series based on 1972 Standard Industrial Classification. Hours and earnings data relate to production workers only, and are available only for manufacturing industries.

JOB SERVICE ACTIVITIES FISCAL YEAR 1979

LOCAL OFFICE	JOB OPENINGS NON AG	NEW APP. TRANS.	NON AG REFERRALS TRANS.	NON AG PLACEMENTS TRANS.
STATEWIDE*	246,679	372,010	435,880	177,849
Blue Springs	590	1,746	1,878	480
Bolivar	767	1,551	1,245	600
Boonville	878	1,047	912	846
Branson	2,265	2,963	3,455	1,723
Brentwood	2,400	8,141	3,470	2,484
Camdenton	2,096	1,893	4,727	1,128
Cape Girardeau	4,178	4,252	4,168	3,697
Cape Girardeau WIN	20	148	39	35
Carthage	1,866	2,581	2,510	1,517
Caruthersville	1,376	2,134	2,124	1,298
Caruthersville WIN	31	302	131	84
Chillicothe	3,932	4,212	7,391	2,751
Clinton	1,753	3,071	3,481	1,589
Columbia	3,745	5,465	7,912	2,054
Columbia WIN	41	210	190	72
Crestwood	5,979	14,579	13,336	4,388
Crystal City	3,340	6,301	7,385	2,729
Crystal City WIN	37	450	162	93
Des Peres	157	1,534	659	159
Dexter	2,428	3,740	4,924	2,037
Eldon	1,758	1,778	3,611	1,354
Ferguson	2,690	10,729	9,558	2,887
Flat River	2,857	5,424	4,278	2,587
Florissant	2,525	4,459	5,154	2,011
Fulton	1,809	1,583	1,919	869
Gladstone	11,808	14,863	30,364	9,190
Grandview	3,586	8,937	7,065	2,367
Hannibal	2,057	3,234	2,624	1,759
Independence	5,109	9,874	12,054	3,400
Independence WIN	86	460	69	70
Jefferson City	4,216	4,972	8,694	2,574
Jennings	44	2,574	1,704	265
Joplin	7,796	9,550	16,893	4,636
Joplin Temporary	4,496	481	4,121	4,129
Joplin WIN	43	560	171	74
Kansas City	25,884	23,338	33,773	11,093
Kansas City Temporary	3,970	368	4,157	4,160
Kansas City Central CETA	3	1,085	2	2
Kansas City Dt. Trans. Proj.	10	237	145	33
Kansas City North WIN	99	275	56	58
Kansas City South	510	1,933	827	110
Kansas City WIN	432	2,738	705	334
Kennett	1,543	2,848	2,588	1,436
Kennett WIN	17	315	50	23
Kirksville	1,493	2,248	4,371	980
Lebanon	3,501	4,108	6,803	2,560
Lexington	2,802	3,191	3,710	1,731
Liberty	1,871	3,780	7,360	2,412
Malden	866	2,139	1,687	843
Marshall	4,102	2,785	5,736	3,681
Marshfield	826	1,213	1,038	821
Maryville	2,412	2,559	4,898	1,699
Mehlville	108	1,410	688	114
Mexico	1,601	2,294	2,724	1,307
Moberly	2,975	2,411	6,420	2,502
Monett	2,085	3,364	2,227	2,078
Neosho	1,934	2,981	3,629	1,606
Nevada	2,645	2,702	5,525	1,965
Noel	1,061	1,004	1,889	857
Poplar Bluff	4,161	6,277	5,354	2,931
Poplar Bluff WIN	6	313	119	48
Rock Port	623	888	746	373
Rolla	4,360	6,304	7,609	3,646
St. Ann	11,723	11,241	16,885	4,843
St. Charles	3,818	7,579	9,324	2,391
St. Charles WIN	11	332	170	84

LOCAL OFFICE	JOB OPENINGS NON AG	NEW APP. TRANS.	NON AG REFERRALS TRANS.	NON AG PLACEMENTS TRANS.
St. Joseph	6,088	7,701	8,103	3,502
St. Joseph WIN	163	431	806	184
St. Joseph North	1,281	1,679	3,275	979
St. Louis	14,181	25,205	19,497	7,890
St. Louis Temporary	5,777	1,444	5,599	5,672
St. Louis CETA	1	2,561	26	3
St. Louis North	6,241	13,626	9,183	3,747
St. Louis N. Cnty WIN	0	1,268	773	275
St. Louis South	5,723	10,733	15,950	4,638
St. Louis S. Cnty WIN	0	715	291	247
St. Louis WIN	1	3,719	1,532	942
Sedalia	4,650	4,989	9,417	3,335
Sikeston	4,268	6,807	7,077	3,372
Sikeston WIN	39	780	67	49
Springfield	8,386	15,484	9,693	6,902
Springfield Temporary	2,287	223	2,272	2,272
Springfield CETA	946	2,701	1,169	896
Springfield WIN	103	939	200	149
University City	4,690	6,335	4,776	2,211
Warrensburg	2,472	5,771	7,252	2,017
Washington	2,344	4,212	5,548	1,553
West Plains	2,726	4,901	5,147	2,190
West Plains WIN	14	526	17	9

*Local Office figures do not add up to Statewide totals due to exclusion of some CETA and non-ES reporting locations.

UNEMPLOYMENT INSURANCE PROGRAMS

Fiscal Year	Average Monthly Number of Covered Workers	Covered Employers January 1 Each Year	Amount of Wages in Covered Employment		Average Weekly Wages Paid to Covered Workers	Average Contribution Rate	Total Contributions Collected ^{2/}	Interest Earned on Reserve Fund	Funds Available for Payment of Benefits at June 30th	Net Unemployment Insurance Payments ^{3/}	Number of Weeks for Which Unemployment Insurance was Paid	Average Weekly Benefit Amount for Total Unemployment	Average Duration of Benefit Claims in Weeks
			Total	Taxable									
1938	537,677	9,001	\$ 341,362,000	\$ 341,362,000	\$24.42	2.70	\$24,352,801	\$ 48,558	\$24,401,359	4/	4/	4/	4/
1939	556,125	11,008	730,430,000	730,430,000	25.26	2.70	19,170,605	688,103	41,594,728	\$2,665,339	325,308	\$ 8.48	1/
1940	539,379	12,018	708,673,000	708,673,000	25.27	2.70	19,605,934	1,132,914	55,669,580	6,663,997	793,811	8.99	1/
1945	731,943	12,689	1,529,417,000	1,368,202,000	40.18	2.11	27,306,293	2,512,849	152,883,305	953,094	71,453	14.47	7.6
1950	762,570	16,880	2,220,225,000	1,805,488,000	55.99	1.29	23,326,625	3,998,342	185,376,937	25,214,622	1,535,947	17.14	11.2
1955	845,748	19,308	3,260,077,000	2,311,065,000	74.13	.75	16,237,338	4,902,265	202,242,090	32,573,400	1,615,715	21.43	12.4
1960	961,430	35,279	4,473,172,000	2,758,522,000	89.47	1.06	30,018,531	5,658,630	200,613,205	36,919,618	1,403,773	28.17	10.4
1965	1,026,723	37,701	5,697,383,836	3,185,021,131	106.71	1.36	43,246,467	7,363,458	223,937,139	33,915,676	1,081,469	33.63	10.6
1970	1,201,616	40,693	8,489,252,254	3,928,391,795	135.86	0.95	37,369,445	12,766,660	271,210,684	57,120,100	1,291,999	47.51	9.0
1971	1,175,921	41,754	8,854,753,699	3,698,840,662	144.81	1.05	38,983,509	13,606,641	239,863,498	83,583,445	1,784,726	49.23	12.5
1972	1,263,638	42,223	9,877,469,615	4,838,926,539	150.32	1.04	47,868,211	11,625,518	221,250,581	75,630,589	1,597,342	49.88	12.7
Extended benefits paid from January 1, 1972 to April 1, 1972													
1973	1,414,286	79,327	11,319,959,216	5,504,356,000	153.92	1.09	64,813,510	11,024,477	224,609,998	72,460,998	1,433,000	53.15	12.2
1974	1,460,144	83,027	12,351,420,864	5,739,993,048	162.67	1.49	78,234,035	12,410,568	234,214,223	81,500,146	1,549,067	55.02	11.1
1975	1,428,292	84,250	13,015,136,478	5,585,158,481	175.24	1.58	94,755,962	14,091,176	157,525,649	177,862,312	3,052,909	61.19	12.9
Extended benefits paid from February 1, 1975 to June 30, 1975													
1976	1,442,023	85,578	14,094,084,739	5,949,048,981	187.96	2.42	129,111,497	7,165,528	83,149,627	14,814,059	257,337	56.05	7.2
Extended benefits paid during fiscal year 1976													
1977	1,497,019	86,208	15,687,256,437	6,392,732,774	201.52	2.63	175,960,071	3,753,137	98,396,706	147,662,549	2,187,515	73.61	12.4
Extended benefits paid during fiscal year 1977													
1978	1,686,914	109,884	18,893,899,220	7,919,741,518	215.39	2.47	188,264,549	7,958,148	151,157,822	136,137,360	1,854,061	74.87	11.2
Extended benefits paid during fiscal year 1978													
1979	1,870,000 ^{5/}	108,432 ^{5/}	22,184,000,000 ^{5/}	9,015,400,000 ^{5/}	228.14 ^{5/}	2.28 ^{5/}	225,502,535	11,377,366	254,810,516	132,966,550	1,808,995	76.51	10.4

1/ Data not available.

2/ Includes receipts from reimbursable accounts after January 1972, reimbursements from other states and reimbursements from the federal government with respect to the payments of extended benefits. Adjusted for refunds of contributions and for dishonored contributions checks.

3/ Includes disbursements to claimants of reimbursable accounts after January 1972 and disbursements to other states. Both state and federal shares of extended benefits are listed.

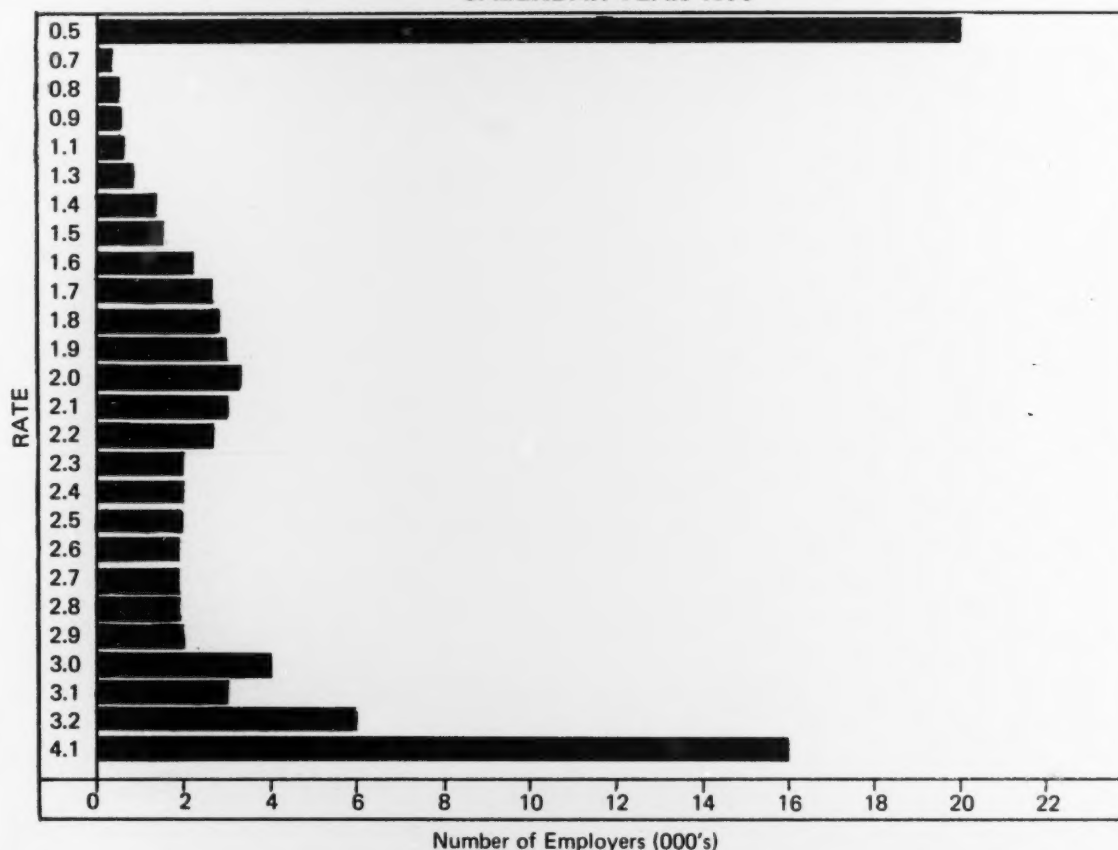
4/ Benefits first became payable in January 1939.

5/ Estimated from January 1 through June 30.

UNEMPLOYMENT COMPENSATION FUND

Balance on Hand, July 1, 1978	\$151,157,822.13	Combined Wage Claim Disbursements	3,264,030.53
RECEIPTS		Reed Bill Disbursements	371,034.49
Net Contributions Received	\$219,556,962.71	Reimbursable - State & Other Local Governments	917,342.70
Interest Credited U. S. Treasury	11,377,366.31	Reimbursable - State Hospital & Higher Education	1,003,887.10
Reed Bill Reimbursements	254,321.40	Reimbursable - Nonprofit Organizations	2,298,654.69
Extended Benefits, Federal Portion	(279,147.30)	FSB Disbursements	(35,211.40)
Combined Wage Claim Reimbursements	2,115,995.47	TOTAL DISBURSEMENTS	\$133,202,380.67
Reimbursable - State & Other Local Governments	375,475.86	BALANCE ON HAND, June 30, 1979	\$254,810,516.32
Reimbursable - State Hospital & Higher Education	1,014,587.74	CASH BALANCE, JUNE 30, 1978	
Reimbursable - Nonprofit Organizations	2,439,512.67	Clearing Account, Central Trust Bank,	
FSB Advance	0.00	Jefferson City, Missouri	\$ 136,596.29
TOTAL RECEIPTS	\$236,855,074.86	Trust Fund Account, U. S. Treasury	\$255,331,549.36
DISBURSEMENTS		Benefit Payment Account	
Net Regular Benefits Paid to Claimants	\$125,482,633.94	Landmark North County Bank,	
Net Extended Benefits, State Portion	(49,995.70)	St. Louis, Missouri	\$ (657,629.33)
Net Extended Benefits, Federal Portion	(49,995.68)		<u>\$254,810,516.32</u>

EMPLOYERS BY CONTRIBUTION RATE CALENDAR YEAR 1979



EXPERIENCE RATING

CONTRIBUTION RATES WERE COMPUTED FOR 104,053 EMPLOYERS

66,678 were assigned rates below the normal rate of 3.2%.

6,085 were assigned the normal rate of 3.2%.

16,060 were assigned a rate of 4.1% (employers eligible for calculated rates and having deficit account balances).

UNEMPLOYMENT INSURANCE CONTRIBUTIONS AND BENEFITS
BY COUNTY OF RESIDENCE
ALL PROGRAMS FISCAL YEAR 1979

COUNTY OF RESIDENCE	NET EMPLOYER CONTRIBUTIONS*	INITIAL CLAIMS	WEEKS CLAIMED	WEEKS PAID	AMOUNT OF BENEFIT PAYMENTS**		
					STATE UI	FED	TOTAL
STATEWIDE	\$219,556,963	505,456	2,683,260	1,894,897	\$131,418,132	\$7,173,026	\$138,591,157
Adair	754,453	3,323	10,560	7,658	539,603	13,697	553,300
Andrew	110,398	757	4,387	3,247	241,949	6,188	248,137
Atchison	194,304	235	1,832	1,314	90,760	1,247	92,007
Audrain	969,266	2,207	7,455	5,512	336,216	7,402	343,618
Barry	836,770	2,471	11,132	6,915	465,679	23,606	489,285
Barton	325,953	564	2,789	1,917	126,603	4,522	131,124
Bates	227,604	1,096	5,190	3,098	194,142	21,268	215,411
Benton	206,330	1,049	6,077	4,423	315,654	15,777	331,430
Bollinger	183,802	3,445	10,306	7,403	444,008	13,001	457,009
Boone	3,118,598	3,704	24,779	17,764	1,290,671	68,873	1,359,544
Buchanan	3,654,634	9,174	48,939	34,702	2,483,309	72,783	2,557,092
Butler	1,233,651	6,172	33,805	23,489	1,473,145	106,248	1,579,393
Caldwell	134,540	576	2,903	2,103	154,947	4,817	159,764
Callaway	1,672,716	1,596	10,436	7,811	571,065	17,896	588,961
Camden	785,468	2,043	15,774	11,711	835,925	24,611	860,536
Cape Girardeau	2,776,709	9,801	37,476	25,225	1,612,725	38,961	1,651,686
Carroll	298,523	672	3,067	1,986	138,411	7,634	146,045
Carter	93,154	698	4,900	3,200	202,943	31,547	234,490
Cass	708,810	3,509	20,871	14,089	858,483	175,022	1,033,505
Cedar	266,937	1,718	6,903	4,457	270,266	20,979	291,245
Chariton	189,966	781	3,877	2,915	208,489	5,531	214,020
Christian	353,351	2,063	10,919	7,709	554,440	20,970	575,410
Clark	69,798	160	826	611	42,030	1,872	43,902
Clay	5,716,190	8,543	46,114	29,622	2,205,554	97,120	2,302,675
Clinton	260,990	773	4,490	3,122	228,492	12,407	240,899
Cole	2,001,267	3,433	20,126	15,212	1,107,757	33,793	1,141,550
Cooper	400,633	1,111	5,344	4,017	288,046	7,890	295,936
Crawford	373,377	3,184	13,897	10,249	725,664	9,785	735,449
Dade	95,000	600	2,722	1,941	142,146	3,377	145,522
Dallas	201,622	968	6,214	4,098	278,119	19,027	297,146
Daviess	112,091	689	3,214	2,479	180,115	4,241	184,355
DeKalb	125,615	531	3,028	2,260	163,786	8,878	172,665
Dent	383,294	3,316	11,396	8,131	452,223	22,163	474,387
Douglas	256,265	1,841	7,891	4,774	314,604	12,906	327,510
Dunklin	1,026,604	7,124	29,556	20,537	1,267,362	42,125	1,309,488
Franklin	2,419,519	14,531	56,934	41,828	3,028,368	76,500	3,104,868
Gasconade	397,375	3,467	9,616	7,258	449,795	11,576	461,371
Gentry	183,210	529	2,140	1,496	103,675	2,619	106,294
Greene	8,300,727	14,661	85,540	60,111	4,258,941	162,559	4,421,499
Grundy	327,838	992	4,639	3,538	243,903	5,418	249,321
Harrison	173,059	638	3,407	2,409	164,553	2,314	166,868
Henry	700,026	1,834	8,332	5,637	382,562	112,378	394,940
Hickory	45,083	498	4,125	2,750	182,171	18,064	200,235
Holt	149,102	273	1,875	1,372	92,072	4,256	96,327
Howard	169,621	633	2,937	2,128	150,596	4,249	154,845
Howell	1,007,666	6,657	22,863	14,806	892,816	56,396	949,212
Iron	619,237	1,716	9,081	6,396	427,335	22,733	450,067
Jackson	40,805,425	45,312	294,815	196,883	13,346,846	1,425,313	14,772,159
Jasper	4,103,845	8,532	42,350	27,531	1,855,752	89,685	1,945,437
Jefferson	2,037,105	19,065	87,800	65,605	4,943,310	162,218	5,105,528
Johnson	923,356	2,597	14,541	9,657	587,287	106,515	693,803
Knox	71,283	388	1,715	1,291	89,798	2,910	92,707
Laclede	847,765	3,719	16,560	12,059	769,421	49,571	818,992
Lafayette	616,969	2,716	11,471	7,679	515,643	14,140	529,783
Lawrence	623,592	2,576	10,989	7,048	489,314	20,883	510,197
Lewis	175,993	655	2,828	2,102	147,961	1,445	149,406
Lincoln	376,438	2,413	10,629	8,417	583,598	32,017	615,615
Linn	590,797	2,394	8,540	6,140	418,151	11,645	429,796

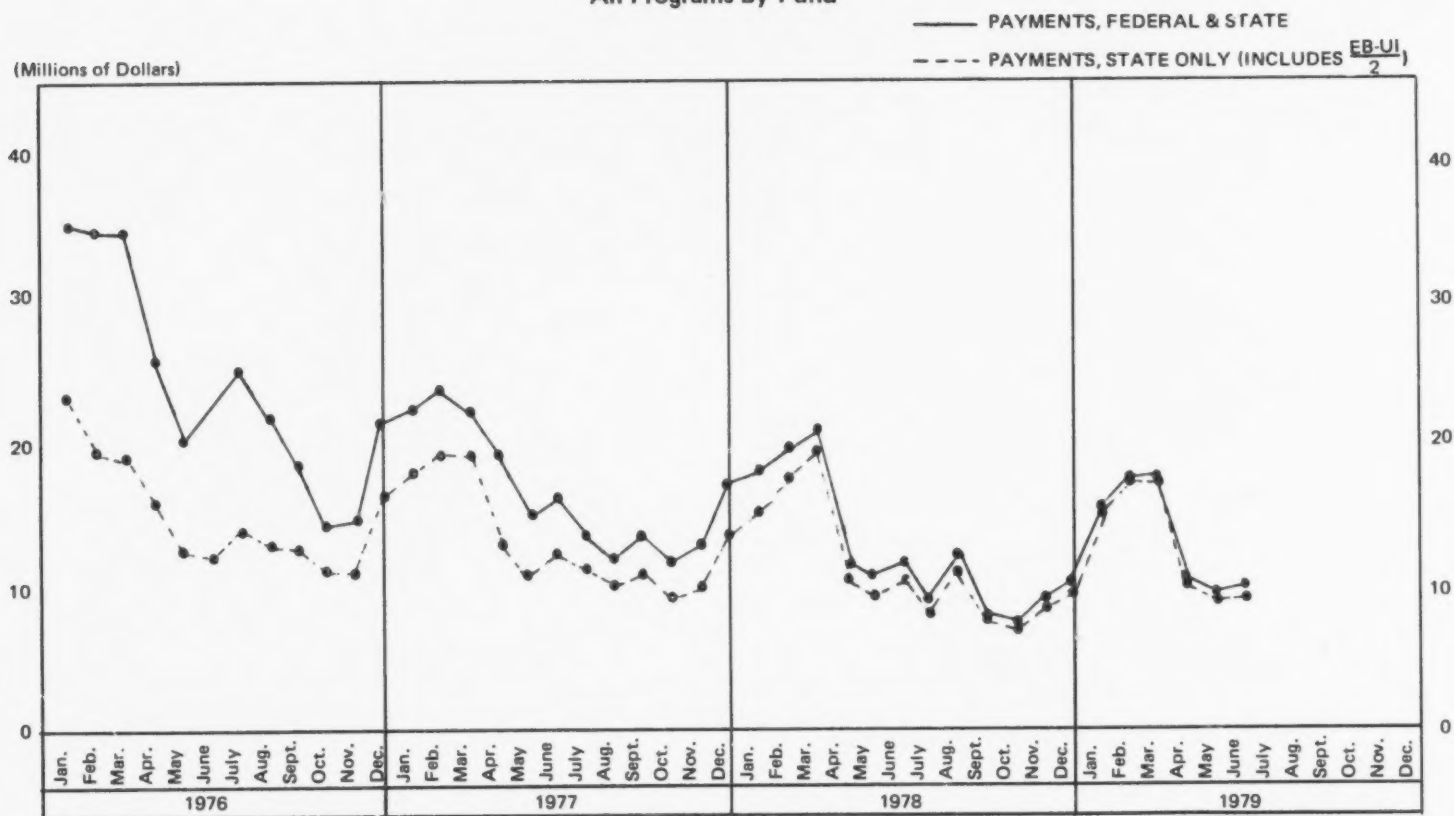
COUNTY OF RESIDENCE	NET EMPLOYER CONTRIBUTIONS*	INITIAL CLAIMS	WEEKS CLAIMED	WEEKS PAID	AMOUNT OF BENEFIT PAYMENTS**		
					STATE UI	FED	TOTAL
Livingston	612,889	1,546	6,379	4,587	325,287	6,234	331,521
McDonald	339,874	1,197	7,114	3,854	267,316	13,578	280,893
Macon	375,269	1,493	6,557	4,524	318,071	8,322	326,393
Madison	308,041	2,172	7,457	5,195	326,153	16,983	343,136
Maries	103,406	1,676	5,214	4,069	257,500	7,788	265,288
Marion	932,789	2,257	10,705	7,913	537,161	25,477	562,638
Mercer	53,285	169	1,153	778	52,034	1,275	53,309
Miller	640,881	2,101	15,857	12,288	878,697	16,601	895,297
Mississippi	452,078	3,155	12,243	8,559	552,631	7,225	559,856
Moniteau	305,536	1,560	9,092	7,611	555,440	12,574	568,014
Monroe	243,386	820	3,458	2,672	187,694	3,716	191,410
Montgomery	261,087	1,111	5,079	3,819	250,221	20,174	270,395
Morgan	260,409	1,401	9,610	7,131	506,860	12,748	519,609
New Madrid	855,954	3,583	15,299	11,245	734,936	19,543	754,479
Newton	978,167	3,044	14,707	8,994	625,434	31,222	656,656
Nodaway	407,846	868	5,013	3,542	263,007	6,554	269,561
Oregon	138,609	1,179	6,528	3,469	207,754	22,682	230,436
Osage	147,954	975	4,452	3,452	239,849	6,547	246,396
Ozark	85,845	782	5,391	2,887	185,900	7,563	193,464
Pemiscot	585,633	3,273	13,867	9,216	565,795	28,127	593,922
Perry	571,513	4,395	11,447	8,358	523,333	10,124	533,457
Pettis	1,504,134	5,097	27,233	19,322	1,289,808	49,363	1,339,171
Phelps	769,237	3,257	17,632	12,398	825,935	54,444	880,380
Pike	444,229	1,481	8,012	6,410	450,303	11,607	461,910
Platte	1,491,622	1,801	10,498	6,245	457,873	20,644	478,516
Polk	363,149	1,812	10,487	7,731	514,303	20,518	534,821
Pulaski	562,446	3,230	17,911	12,686	621,010	276,997	898,007
Putnam	109,687	560	2,384	1,672	120,971	340	121,311
Ralls	217,822	618	3,282	2,615	198,217	4,573	202,790
Randolph	940,872	2,657	11,444	7,977	576,125	21,683	597,808
Ray	261,602	1,637	6,809	4,517	323,028	13,703	336,731
Reynolds	147,701	608	3,330	2,211	136,423	16,492	152,915
Ripley	206,552	1,618	9,404	5,620	340,813	51,611	392,424
St. Charles	3,112,035	11,501	62,821	47,322	3,508,749	125,841	3,634,590
St. Clair	103,756	700	3,419	2,469	163,599	8,749	172,349
Ste. Genevieve	551,720	3,483	9,579	7,439	483,931	19,440	503,371
St. Francois	1,072,440	6,827	33,263	24,693	1,710,301	80,534	1,790,835
St. Louis City	40,331,811	49,013	348,203	254,410	17,818,391	964,247	18,782,639
St. Louis Co.	50,619,852	64,668	391,349	281,308	20,465,360	919,006	21,384,366
Saline	846,064	1,722	6,757	4,227	289,348	13,672	303,020
Schuyler	42,980	494	2,126	1,363	96,103	2,550	98,653
Scotland	97,941	280	1,378	935	57,151	1,500	58,651
Scott	1,420,829	7,221	30,797	22,253	1,517,506	34,422	1,551,928
Shannon	155,102	1,741	7,097	4,997	273,009	67,470	340,479
Shelby	175,616	749	4,703	3,877	288,240	6,409	294,649
Stoddard	1,142,869	8,825	29,358	21,639	1,356,000	38,448	1,394,448
Stone	423,427	1,971	12,983	9,219	622,795	24,374	647,169
Sullivan	127,732	1,266	3,342	2,304	155,026	5,384	160,410
Taney	600,738	2,613	19,652	14,530	971,091	30,898	1,001,989
Texas	621,349	5,651	18,031	12,723	782,416	64,525	846,941
Vernon	457,267	1,339	6,767	4,347	291,234	17,749	308,983
Warren	354,408	1,350	6,230	4,701	340,024	7,347	347,372
Washington	332,419	5,024	21,742	16,809	1,206,247	26,529	1,232,776
Wayne	291,248	2,484	11,779	8,223	522,351	25,773	548,124
Webster	391,114	2,149	12,669	9,121	645,775	33,124	678,899
Worth	30,412	136	747	444	30,470		30,470
Wright	568,954	4,199	14,095	10,521	632,678	27,693	660,371
Out-of-State	3,260,621	30,194	166,398	111,609	8,044,934	526,742	8,571,677
Unknown Residence			5	5	319		319
Multi-Areas	901,041						

*Distribution has been estimated based on first three quarters.

**Data is not adjusted to reflect the net effect of combined wage claims, adjustments or reimbursements.

BENEFIT PAYMENTS

All Programs by Fund



DIVISION OF WORKMEN'S COMPENSATION

WORK REVIEW REPORT ADMINISTRATIVE SCOPE AND FUNCTION

The Division of Workmen's Compensation is charged with the administration of the Missouri Workmen's Compensation Law which has been in effect since November 2, 1926, when it was approved by a vote of the people at a referendum. It has as its jurisdiction the entire state with a population of more than 4,500,000 and as its primary function the prompt and equitable adjudication of all cases of injury coming to its attention. In addition to the principal office, which is required to be in Jefferson City, this scope and function require the use of branch offices for an efficient administration of the law in populous centers and those distant from the main office, and the use of traveling representatives who visit most of the counties outside branch office jurisdiction.

The administrative officer of the Division is the director. He chooses the personnel, which is bipartisan as far as practical. He assigns the work and generally directs the affairs of the Division. He is assisted in those administrative duties in the branch offices by administrative law judges chosen to be in charge of those offices.

The hearing staff of the Division is currently made up of eighteen administrative law judges. Eight are assigned to St. Louis, four to Kansas City, one each to Springfield and vicinity, Cape Girardeau and vicinity, Joplin and vicinity, St. Joseph and vicinity, and two to Jefferson City to travel to other parts of the state not taken care of by branch offices.

The Division's administrative organization is designed to promote the amicable adjustment of cases among the parties to the end that a minimum of formal litigation becomes necessary. By the use of carefully planned letters and by the scheduling of informal and pre-hearing (pre-trial) conferences where the parties meet under the guidance of a legal advisor or judge, injured workers, employers and insurers, and attorneys are given every opportunity to adjust their differences without formal hearings. If these efforts fail, however, formal litigation is initiated, begun by the claimant's filing a claim for compensation or by the employer or insurer requesting a hearing.

REPORTS OF INJURIES

Work injuries reported in 1978 totaled 140,762.¹ Injuries in 1978 were more than those reported in the previous year by 9,635. The number of deaths reported in 1978 was 158, an increase of 33 from the figure for 1977.

Table 1 gives the number of reported injuries year by year, since the workmen's compensation law became effective November 2, 1926. The grand total through December 31, 1978, is 4,821,627.

^{1/} Includes injuries occurring in prior years but reported in 1978.

TABLE 1
REPORTS OF INJURIES BY YEARS REPORTED
1926-1978

1926	690	1953	98,713
1927	90,158	1954	90,142
1928	93,442	1955	89,436
1929	104,151	1956	90,853
1930	93,452	1957	82,342
1931	69,452	1958	73,405
1932	50,759	1959	81,230
1933	49,223	1960	80,256
1934	53,013	1961	76,079
1935	58,720	1962	78,599
1936	76,868	1963	81,035
1937	78,687	1964	87,443
1938	57,321	1965	89,285
1939	66,034	1966	99,167
1940	71,299	1967	100,635
1941	100,574	1968	105,632
1942	116,928	1969	104,635
1943	116,143	1970	105,481
1944	112,939	1971	101,155
1945	100,584	1972	106,579
1946	101,846	1973	113,992
1947	109,813	1974	119,848
1948	107,782	1975	112,530
1949	91,167	1976	121,580
1950	91,620	1977	131,127
1951	96,259	1978	140,762
1952	100,762		
TOTAL			4,821,627

WORK VOLUME

There was an increase in injury reports in 1978 and an increase in the number of formal claims filed. The ratio of claims filed to reports of injuries received during 1978 was seven per cent, the same as for 1977.

The work volume of the Division of Workmen's Compensation for 1978 is indicated by these statistics:

- Receipt and processing of 140,762 reports of injuries.
- Filing and processing of 10,039 claims for compensation.
- Setting of 8,917 cases for formal hearing.
- Setting of 14,057 cases for pre-hearing (pre-trial) conferences.
- Holding of 143 formal hearings.
- Entering of 363 awards.
- Holding of 25,341 informal conferences.
- Approval of 18,150 compromise settlements.
- Formal dismissal of 1,732 claims for compensation.
- Filing of 78,530 forms of acceptances of law and withdrawals of acceptances and the processing of such forms.

EMPLOYER AND EMPLOYEE COVERAGE

There are two large categories of workmen's compensation laws - compulsory and elective. Formerly, the Missouri law was elective as to all, that is, any employee and any employer could choose whether or not to work under its provisions. Some penalties attached to those automatically under the law who chose to reject it, but the right of election was nevertheless theirs. After August 13, 1974, only those employers with five or fewer employees may elect not to come under the Act unless engaged in a hazardous occupation.

Thus, many Missouri employers - and as a consequence their employees - are exempted from the operation of the workmen's compensation law by reason of the number of workers in their employ by the filing of written acceptance of law by such employers, or by filing of memoranda of insurance coverage by carriers insuring policies of insurance to such exempted employees.

Effective August 13, 1974, the definition of major and minor employer was changed by the General Assembly to the effect that a major employer was one with more than five (formerly 7) employees regularly employed, and a minor employer one who has five (formerly 7) or fewer regularly employed.

During 1977 there were 78,471 filings of memorandum of insurance coverage (which form evidences initial insurance coverage, renewals, and/or cancellations of insurance).

SECOND INJURY FUND

The employment of the physically handicapped by Missouri employers, without an undue liability burden, was the aim of the adoption of the second injury fund provision of the Missouri Workmen's Compensation Law, which amendment to the law became effective July 7, 1943. Under the change, employees who suffered total and permanent disability as a result of a second injury were to receive the same compensation as they would have theretofore been entitled to, but the employer's liability for the second injury was limited to that injury, taken alone, and liability for the rest of the compounded disability became that of the second injury fund. This principle was extended further by an amendment to the law effective August 29, 1955, which provided that the second injury fund would be liable for excess compounded liability resulting from subsequent permanent partial disability.

The second injury fund is authorized by the provisions of Section 287.220 RSMo, as amended from time to time. It is financed as provided for by Section 287.710 (effective August 29, 1955) and 287.715 (effective August 29, 1959). Originally, the fund depended on contributions from employers and insurers found due in no-dependence death cases and in cases of loss of eyes and limbs. Under the provisions of Section 287.710 as revised in 1971, two-tenths of the three per cent premium assessment collected each year is credited to the fund, and under the provisions of Section 287.715 an assessment of one-half of one per cent of total compensation (including medical) paid the previous calendar year by insurers and self-insurers is collected and credited to the fund.

During 1978 there was a total of 34 permanently and totally disabled workers receiving payments from the fund; during 1977 there were 35 on the roster. The total paid in this category for the year was \$47,009.20.

The liability of the fund for compounded permanent partial disability, the results of subsequent injuries, totaled \$702,934.72 in 1978, with payments going to 643 individuals.

Physical rehabilitation payments from the fund during 1978 totaled \$77,935 in 249 cases.

Total paid from the fund during 1978 for all benefits was \$827,878.92.

The total amount paid out of the fund from July 7, 1943, the date of its establishment, through December 31, 1978, was \$6,042,603.68.

PHYSICAL REHABILITATION

Physical rehabilitation of workers seriously injured in their employment is a provision of the Missouri Workmen's Compensation Law that became effective October 9, 1951. The amendment provides for the physical rehabilitation of the seriously injured worker at the expense of the employer and insurer, and the payment of \$21 weekly prior to August 14, 1978, and \$35 weekly after that date from the second injury fund while he is actually receiving rehabilitation. This provision of the law is administered by the Division of Workmen's Compensation.

The purpose of the physical rehabilitation provision of the law is the restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied workman. . .". This specialized medical attention may be provided only by doctors and hospitals certified by the Division of Workmen's Compensation, after inspection, to be duly qualified under the provisions of the law and the rules of the Division, if the injured worker is to receive the additional \$21 - \$35 weekly from the second injury fund.

The period of rehabilitation is limited to 20 weeks, unless the Division extends it by special order.

The plan calls for agreement of the parties as to physical rehabilitation, but if there is a dispute, either the employee or the employer may make application for an order for rehabilitation and be heard within ten days. An order either granting or denying the application must be made within ten days, and appeal from the decision of the Division may be taken to the courts as in other workmen's compensation matters.

During 1978 the Division approved agreements in 223 physical rehabilitation cases resulting in a total of 3,371 since the effective date of the rehabilitation amendment to the law. As of January 1, 1978, the Division had 84 certified facilities. During the year four facilities were added, and three were deleted leaving a total of 85 on the roster as of December 31, 1978.

SELF-INSURANCE

The Missouri Workmen's Compensation Law provides that an employer "may himself carry the whole or any part of such (compensation) liability without insurance upon satisfying the Division of his ability so to do", subject to rules and regulations effective January 1, 1954, as amended.

During December of 1977 the self-insurers of Missouri had a total of 234,980 employees at a monthly payroll of \$272,471,978.64, while during December of 1976 the number of employees was 204,418 at a monthly payroll of

\$243,575,423.91.

On December 1, 1977, there were 245 qualified self-insurers, and on December 1, 1978, there were 262. From November 30, 1977, to December 1, 1978, 12 self-insurers withdrew their authority, and 29 were granted privilege to operate as self-insurers.

From November 30, 1977, to December 1, 1978, 39 applications for authority to self-insure were received, with an aggregate remittance of \$2,925. Twenty-two of these requests were granted, none were denied, five were retired, and 12 are pending consideration.

ADMINISTRATION AND OPERATION

The Division receives no money from the state's general revenue. Cost of administration of the Missouri Workmen's Compensation Law are paid from the Workmen's Compensation Fund. The Fund is maintained through payments of annual three per cent charge on net compensation insurance premiums and on hypothetical premiums of self-insurers (less two-tenths).

TABLE 2
STATEMENT OF EXPENSES FOR 1978

	SALARIES	OPERATIONS	PURCHASES & REPAIRS	TOTALS
January	\$124,326.33	\$21,273.07	\$ 97.54	\$145,696.94
February	121,820.26	19,284.26	0.00	141,104.52
March	121,175.91	27,731.52	1,434.25	150,341.68
April	125,284.91	12,455.20	188.00	137,928.11
May	123,243.49	22,392.93	762.00	146,398.42
June	127,367.75	47,221.99	8,399.19	182,988.93
July	135,782.42	8,651.05	60.00	144,493.47
August	143,381.68	13,409.22	0.00	156,790.90
September	146,510.02	20,082.00	681.78	167,273.80
October	147,363.85	24,888.07	2,301.99	174,553.91
November	148,884.00	20,196.66	354.76	169,435.42
December	146,296.78	14,674.80	98.00	161,069.58
TOTAL	\$1,611,437.40	\$252,260.77	\$14,377.51	\$1,878,075.68

STATISTICAL REPORT PART I STATISTICS ON 1978 CASES

TABLE 1
INCIDENCE FREQUENCY BY AGE

Under 21	21,320	30-34	15,521	45-49	8,031	60-64	3,357
21-24	23,386	35-39	11,874	50-54	7,558	65 and over	875
25-29	22,207	40-44	9,152	55-59	6,134	Unknown	7,869

TABLE 2
COST BY TYPE OF DISABILITY FOR ALL INCIDENCES FOR CALENDAR YEAR 1978
(Revised to July 1, 1979)

TYPE DISABILITY	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	128,044	\$15,080,498.83	\$13,035,048.52	\$28,115,547.35
*Temp. Total Disability	122,978	5,249,154.07	9,438,874.97	14,688,029.04
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	4,963	9,790,355.16	3,549,630.80	13,339,985.96
Perm. Total Disability	0	0.00	0.00	0.00
**Death	103	40,989.60	46,542.75	87,532.35
OCCUPATIONAL DISEASES	5,015	202,217.59	299,487.33	501,704.92
*Temp. Total Disability	4,966	81,820.70	282,575.86	364,396.56
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	27	80,896.89	16,797.47	97,694.36
Perm. Total Disability	0	0.00	0.00	0.00
**Death	22	39,500.00	114.00	39,614.00
Records Unknown	4,226	261,609.94	204,133.53	465,743.47

*Includes all cases where any medical expense was incurred.

**Includes burial expenses.

TABLE 3
1973 REVISED COST BY TYPE OF DISABILITY FOR ALL INJURIES REPORTED
(Revised to July 1, 1979)

TYPE DISABILITY	NUMBER OF INJURIES	COMPENSATION	MEDICAL	TOTALS
*Temp. Total	93,779	\$ 2,791,972.14	\$4,943,396.27	\$ 7,735,368.41
Temp. Partial	6	2,443.67	842.70	3,286.37
Perm. Partial	12,061	29,453,226.68	8,331,235.56	37,784,462.24
Perm. Total	10	202,884.50	126,162.15	329,046.65
**Death	117	1,444,389.25	134,419.08	1,578,808.33
OCCUPATIONAL DISEASE	936	147,775.74	42,356.74	190,132.48
CASES NOT UNDER THE LAW	1,808			
TOTALS	108,717	\$34,042,691.98	\$13,578,412.50	\$47,621,104.48

*Includes all cases where medical expense was incurred.

**Includes burial expenses.

TABLE 4
1974 COST BY TYPE OF DISABILITY OF ALL INCIDENCES FOR PRIOR CALENDAR YEARS
(Revised to July 1, 1979)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	109,917	\$23,834,586.86	\$10,332,010.02	\$34,166,596.88
*Temp. Total Disability	103,223	2,391,605.35	3,829,638.97	6,221,244.32
Temp. Partial Disability	1	12,506.42	3,420.81	15,927.23
Perm. Partial Disability	6,539	20,671,554.60	6,478,950.11	27,150,504.71
Perm. Total Disability	4	61,430.00	13,588.63	75,018.63
**Death	150	697,490.49	6,411.50	703,901.99
OCCUPATIONAL DISEASES	4,375	302,843.93	165,474.02	468,317.95
*Temp. Total Disability	4,288	67,618.27	115,483.54	183,101.81
Temp. Partial	0	0.00	0.00	0.00
Perm. Partial Disability	82	188,305.66	49,910.73	238,216.39
Perm. Total Disability	1	12,250.00	0.00	12,250.00
**Death	4	34,670.00	79.75	34,749.75
Records Unknown	3,225	345,807.77	119,090.93	464,898.70

*Includes all cases where medical expense was incurred.

**Includes burial expenses.

TABLE 5
1975 COST BY TYPE OF DISABILITY OF ALL INCIDENCES FOR PRIOR CALENDAR YEARS
(Revised to July 1, 1979)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	103,670	\$36,178,164.01	\$15,509,438.17	\$51,687,602.18
*Temp. Total Disability	92,529	3,860,896.12	5,900,938.22	9,761,834.34
Temp. Partial Disability	3	1,174.71	322.60	1,497.31
Perm. Partial Disability	10,999	31,315,737.34	9,494,125.19	40,809,862.53
Perm. Total Disability	2	31,465.00	2,375.43	33,840.43
**Death	137	968,890.84	111,676.73	1,080,567.57
OCCUPATIONAL DISEASES	4,296	457,617.61	333,341.12	790,958.73
*Temp. Total Disability	4,171	105,286.86	214,461.09	319,747.95
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	120	351,530.75	115,084.03	466,614.78
Perm. Total Disability	0	0.00	0.00	0.00
**Death	5	800.00	3,796.00	4,596.00
Records Unknown	3,903	452,514.17	224,113.13	676,627.30

*Includes all cases where medical expense was incurred.

**Includes burial expenses.

TABLE 6
1976 COST BY TYPE OF DISABILITY OF ALL INCIDENCES FOR PRIOR CALENDAR YEARS
(Revised to July 1, 1979)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	112,348	\$31,134,025.21	\$15,108,625.98	\$46,242,651.19
*Temp. Total Disability	102,342	4,995,334.64	7,271,287.53	12,266,622.17
Temp. Partial Disability	4	6,921.72	391.37	7,313.09
Perm. Partial Disability	9,849	25,338,363.69	7,820,166.70	33,158,530.39
Perm. Total Disability	2	0.00	22.30	22.30
**Death	151	793,405.16	16,758.08	810,163.24
OCCUPATIONAL DISEASES	4,465	477,614.39	323,128.78	800,743.17
*Temp. Total Disability	4,345	125,562.58	221,133.46	346,696.04
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	118	352,051.81	101,677.32	453,729.13
Perm. Total Disability	1	0.00	318.00	318.00
**Death	1	0.00	0.00	0.00
Records Unknown	4,735	358,120.38	232,666.85	590,787.23

*Includes all cases where medical expense was incurred.

**Includes burial expenses.

TABLE 7
1977 COST BY TYPE OF DISABILITY OF ALL INCIDENCES FOR PRIOR CALENDAR YEARS
(Revised to July 1, 1979)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	124,402	\$33,169,217.60	\$18,150,418.22	\$51,319,635.82
*Temp. Total Disability	113,560	5,318,843.98	8,586,815.98	13,905,659.96
Temp. Partial Disability	1	428.80	305.80	734.60
Perm. Partial Disability	10,703	27,327,709.60	9,532,357.43	36,860,067.03
Perm. Total Disability	2	0.00	85.45	85.45
**Death	136	522,235.22	30,853.56	553,088.78
OCCUPATIONAL DISEASES	3,209	538,299.94	298,414.98	836,714.92
*Temp. Total Disability	3,079	90,084.52	158,866.21	248,950.73
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	127	446,924.18	139,548.77	586,472.95
Perm. Total Disability	0	0.00	0.00	0.00
**Death	3	1,291.24	0.00	1,291.24
Records Unknown	4,245	332,895.59	207,463.82	540,359.41

*Includes all cases where medical expense was incurred.

**Includes burial expenses.

WORK INJURY ANALYSIS PART II

TABLE 1: ACCIDENTS AND DISEASES BY SEVERITY FOR 1978

INDUSTRY	FATALITIES	DISABLING CASES	MEDICAL TREATMENT AND FIRST AID	OTHERS	TOTAL
Agriculture	1	314	534	26	875
Mining	3	302	1,091	27	1,423
Contract Construction	20	3,091	5,902	270	9,283
Manufacturing	24	12,696	41,726	1,327	55,773
Transportation	22	4,016	7,305	365	11,708
Trade	21	8,358	21,443	870	30,692
Finance, Insurance					
Real Estate	6	535	1,326	76	1,943
Services	13	5,142	11,229	559	16,943
Government	14	2,228	4,864	219	7,325
Others	1	184	647	487	1,319
Total	125	36,866	96,067	4,226	137,284

TABLE 2: ACCIDENTS AND DISEASES BY TYPE FOR 1978¹

INDUSTRY	A-T	B-T	C-T	D-T	E-T	F-T	G-T	H-T	OTHERS	UNCLAS- SIFIED	TOTAL
Agriculture	341	137	88	64	11	44	2	16	147	25	875
Mining	452	183	105	101	79	187	3	32	222	59	1,423
Contract Const.	3,543	1,501	595	804	230	222	36	110	1,932	310	9,283
Manufacturing	21,625	5,448	6,832	6,526	1,260	1,849	128	241	9,905	1,959	55,773
Transportation	3,683	124	881	1,457	179	410	29	689	1,889	367	11,708
Trade	11,847	4,367	2,626	3,677	1,297	714	46	397	4,925	796	30,692
Fin. Ins. Rl. Est.	609	435	169	217	36	78	8	44	287	60	1,943
Services	5,544	3,510	1,237	2,174	500	645	30	253	2,535	515	16,943
Government	2,267	1,331	440	669	204	560	9	408	1,214	221	7,325
Others	226	85	77	89	12	25	2	9	97	697	1,319
Total	50,139	19,121	13,050	15,778	3,808	4,734	293	2,199	23,153	5,009	137,284

1/ The accident type classification which directly resulted in the injury:

A-T Struck against or by

D-T Overexertion or strain

G-T Electric Current

B-T Fall or Slip

E-T Temperature Extremes

H-T Motor Vehicle Accident

C-T Caught in, under or between

F-T Inhalation, ingestion, absorption

TABLE 3: ACCIDENTS AND DISEASES BY SOURCE FOR 1978¹

INDUSTRY	A-S	B-S	C-S	D-S	E-S	F-S	G-S	H-S	I-S	OTHER	UNCLAS- SIFIED	TOTAL
Agriculture	50	107	52	108	34	47	42	115	60	260	0	875
Mining	41	96	102	125	125	90	44	302	15	483	0	1,423
Contract Const.	318	897	488	1,144	278	330	263	2,361	627	2,575	2	9,283
Manufacturing	4,814	4,270	2,984	4,121	2,322	2,069	4,628	14,523	2,260	13,769	13	55,773
Transportation	181	498	970	1,684	337	1,712	1,192	1,751	315	3,067	1	11,708
Trade	1,809	3,228	1,397	3,484	1,384	1,767	3,423	5,225	1,076	7,897	2	30,692
Fin. Ins. Rl. Est.	89	128	109	378	60	114	114	224	58	664	0	1,943
Services	582	1,007	998	3,078	730	756	1,083	2,116	332	6,260	1	16,943
Government	144	450	550	1,159	271	771	262	861	195	2,662	0	7,325
Others	58	42	34	67	23	28	49	131	24	192	671	1,319
Total	8,086	10,723	7,684	15,348	5,564	7,684	11,105	27,609	4,962	37,824	690	137,284

1/ The source of injury classification identifies object, substance, exposure or bodily motion which directly produced or inflicted the injury:

A-S Machines

D-S Working Surfaces

G-S Boxes, Barrels, Containers, Packages (Empty or full)

B-S Hand Tools

E-S Chemicals, Heat, Heating Equip.

H-S Metal Items

C-S Body

F-S Vehicle

I-S Wood Items

TABLE 4: ACCIDENTS AND DISEASES BY NATURE FOR 1978¹

INDUSTRY	A-N	B-N	C-N	D-N	E-N	F-N	G-N	H-N	OTHER INJURY	OTHER ILLNESS	UNCLAS-SIFIED	TOTAL
Agriculture	5	165	251	97	74	13	39	61	84	9	77	875
Mining	3	296	182	272	60	77	179	92	123	7	132	1,423
Contract Const.	38	1,904	2,368	1,119	715	223	217	881	919	85	814	9,283
Manufacturing	220	12,118	14,964	10,115	2,373	1,292	1,673	3,656	4,868	505	3,986	55,773
Transportation	18	3,649	1,983	2,269	603	178	343	539	918	113	1,095	11,708
Trade	79	6,996	8,938	4,645	1,387	1,349	484	1,590	2,347	163	2,714	30,692
Fin., Ins., Rl.Est.	5	505	433	294	114	42	55	100	155	24	216	1,943
Services	27	6,541	3,803	2,693	851	513	475	721	1,323	126	1,870	16,943
Government	7	2,004	1,391	1,106	312	182	463	377	648	109	726	7,325
Others	2	164	156	88	24	12	26	40	63	3	741	1,319
Total	404	32,342	34,469	22,698	6,513	3,881	3,954	8,057	11,448	1,147	12,371	137,284

1/ The nature of accident classification identifies object, substance or premises in or about which the hazardous condition existed:

A-N Amputation or Enucleation

E-N Fracture

B-N Strain, Sprain, Dislocation or Hernia

F-N Burn or Scald

C-N Cut, Laceration, Puncture

G-N Dermatitis, Poisoning, Pneumoconiosis, Radiation Effects

D-N Contusion, Crushing, Bruise

H-N Particle

TABLE 5: ACCIDENTS AND DISEASES BY AFFECTED PART FOR 1978¹

INDUSTRY	A-P	B-P	C-P	D-P	E-P	F-P	G-P	OTHER	UNCLAS-SIFIED	TOTAL
Agriculture	55	92	131	182	67	95	190	78	15	875
Mining	111	142	190	183	121	147	258	244	27	1,423
Contract Const.	620	1,404	1,400	1,473	678	973	1,908	631	196	9,283
Manufacturing	3,281	6,500	9,900	13,937	4,225	5,609	8,677	2,696	946	55,773
Transportation	1,038	826	1,557	1,393	1,120	1,667	2,598	1,263	246	11,708
Trade	2,088	2,623	5,180	7,211	2,304	3,527	5,256	1,834	639	30,692
Fin., Ins., Rl.Est.	130	155	288	311	145	229	408	212	65	1,943
Services	1,216	1,144	641	3,099	1,301	2,194	3,311	1,506	540	16,943
Government	577	580	1,003	887	617	811	1,599	1,087	164	7,325
Others	32	80	102	124	55	83	108	44	691	1,319
Total	9,148	13,546	22,392	28,763	10,633	15,335	24,343	9,595	3,529	137,284

1/ The classification identifies the part of the body directly affected:

A-P Head, Neck

E-P Trunk

B-P Eye(s)

F-P Back

C-P Upper Extremities

G-P Lower Extremities

D-P Finger(s)

TABLE 6A:
COST DATA BY INJURY CATEGORY FOR 1978

TYPE OF INJURY ¹	NUMBER OF CASES	NUMBER OF WORK DAYS LOST	COMPENSATION	MEDICAL	TOTAL
TOTAL	137,284	108,113	\$15,544,326.36	\$13,538,669.38	\$29,082,995.74
A-T	50,139	27,001	3,255,441.49	3,747,947.26	7,003,388.75
B-T	19,120	28,534	3,976,210.57	2,777,976.00	6,754,186.57
C-T	13,050	11,789	2,383,922.86	1,411,396.37	3,795,319.23
D-T	15,778	19,126	2,177,044.46	2,083,288.05	4,260,332.51
E-T	3,808	3,810	322,297.16	437,820.50	760,117.66
F-T	4,734	1,401	158,358.65	303,210.57	461,569.22
G-T	293	161	40,130.53	55,152.11	95,282.64
H-T	2,199	3,348	498,258.44	529,016.16	1,027,274.60
Other	28,163	12,943	2,732,662.20	2,192,862.36	4,925,524.56

1/ See Table 2 for Type of Injury Classification.

TABLE 6B
COST DATA BY INJURY FOR 1978

SOURCE OF INJURY ¹	NUMBER OF CASES	NUMBER OF WORK DAYS LOST	COMPENSATION	MEDICAL	TOTAL
TOTAL	137,284	108,113	\$15,544,326.36	\$13,538,669.38	\$29,082,995.74
A-S	8,086	7,909	1,550,845.98	919,980.11	2,470,826.09
B-S	10,723	5,024	779,936.54	861,731.32	1,641,667.86
C-S	7,684	7,742	1,100,288.52	913,338.76	2,013,627.28
D-S	15,348	24,698	3,425,271.03	2,326,184.13	5,751,455.16
E-S	5,564	2,489	256,988.98	441,013.45	698,002.43
F-S	7,684	8,868	1,163,571.07	1,115,069.47	2,278,640.54
G-S	11,105	10,864	1,125,439.45	1,138,305.26	2,263,744.71
H-S	27,609	12,964	1,819,849.79	2,053,276.51	3,873,126.30
I-S	4,962	3,877	443,108.53	401,378.77	844,487.30
Other	38,519	23,678	3,879,026.47	3,368,391.60	7,247,418.07

1/ See Table 3 for Source of Injury Classification.

TABLE 6C
COST DATA BY INJURY FOR 1978

NATURE OF INJURY ¹	NUMBER OF CASES	NUMBER OF WORK DAYS LOST	COMPENSATION	MEDICAL	TOTAL
TOTAL	137,284	108,113	\$15,544,326.36	\$13,538,669.38	\$29,082,995.74
A-N	404	1,332	675,317.80	177,317.70	852,635.50
B-N	32,342	40,221	4,573,419.40	4,081,374.82	8,654,794.22
C-N	34,469	15,127	2,032,656.35	2,446,583.13	4,479,239.48
D-N	22,698	8,088	661,262.20	835,992.23	1,497,254.43
E-N	6,513	23,985	3,815,248.37	2,393,465.19	6,208,713.56
F-N	3,881	4,015	342,171.61	459,636.89	801,808.50
G-N	3,954	923	75,493.25	224,770.18	300,263.43
H-N	8,057	1,381	131,067.43	368,453.51	499,520.94
Other	24,965	13,041	3,237,689.95	2,551,075.73	5,788,765.68

1/ See Table 4 for Nature of Injury Classification.

TABLE 6D
COST DATA BY INJURY FOR 1978

BODY PART ¹	NUMBER OF CASES	NUMBER OF WORK DAYS LOST	COMPENSATION	MEDICAL	TOTAL
Total	137,284	108,113	\$15,544,326.36	\$13,538,669.38	\$29,082,995.74
A-P	9,147	3,077	456,839.72	807,205.57	1,264,045.29
B-P	13,547	1,091	186,986.74	587,235.80	774,222.54
C-P	22,392	15,722	2,040,331.15	1,746,822.98	3,787,154.13
D-P	28,763	16,058	2,938,052.92	2,219,793.23	5,157,846.15
E-P	10,633	14,976	1,479,521.33	1,628,729.12	3,108,250.45
F-P	15,335	18,170	2,725,461.25	2,080,540.48	4,806,001.73
G-P	24,343	29,089	2,927,747.62	2,485,649.47	5,413,397.09
Other	13,124	9,930	2,789,385.63	1,982,692.73	4,772,078.36

1/ See Table 5 for Part of Body Classification.

TABLE 7
TYPE OF INJURY BY TYPE FOR 1978

TYPE OF CASE ¹	A-T	B-T	C-T	D-T	E-T	F-T	G-T	H-T	OTHERS	UNCLAS- SIFIED	TOTAL
Temporary Total	47,873	17,855	11,945	14,747	3,637	4,642	272	1,990	2,596	22,386	127,943
Permanent Partial	1,751	911	992	358	123	31	10	99	323	392	4,990
Fatalities	22	11	14	2	2	4	4	31	29	6	125
Temporary Partial	0	0	0	0	0	0	0	0	0	0	0
Others	493	344	99	671	46	57	7	79	2,061	369	4,226
Total	50,139	19,121	13,050	15,778	3,808	4,734	293	2,199	5,009	23,153	137,284

1/ See Table 2 for Type of Injury Classification.

TABLE 8
SOURCE OF INJURY BY TYPE FOR 1978

SOURCE OF INJURY ¹	A-S	B-S	C-S	D-S	E-S	F-S	G-S	H-S	I-S	OTHER	UNCLAS- SIFIED	TOTAL
Temp. Total	7,369	10,150	7,186	14,286	2,136	540	10,465	26,484	4,761	44,555	11	127,943
Permanent Part.	626	477	225	758	55	28	306	826	134	1,354	201	4,990
Fatalities	6	1	3	8	2	0	2	10	0	92	1	125
Temp. Partial	0	0	0	0	0	0	0	0	0	0	0	0
Others	85	94	270	296	26	4	332	290	67	2,285	477	4,226
Total	8,086	10,722	7,684	15,348	2,219	572	11,105	27,610	4,962	48,286	690	137,284

1/ See Table 3 for Source of Injury Classification.

TABLE 9
NATURE OF INJURY BY TYPE FOR 1978

NATURE OF INJURY ¹	A-N	B-N	C-N	D-N	E-N	F-N	G-N	H-N	OTHER INJURY	OTHER ILLNESS	UNCLAS- SIFIED	TOTAL
Temporary Total	163	30,511	33,213	22,044	5,580	3,700	3,889	7,941	10,407	1,059	9,436	127,943
Permanent Partial	240	835	1,013	446	863	133	14	48	801	13	584	4,990
Fatalities	0	0	7	1	2	3	1	1	47	29	34	125
Temporary Partial	0	0	0	0	0	0	0	0	0	0	0	0
Others	1	996	236	200	76	45	50	67	193	46	2,316	4,226
Total	404	32,342	34,469	22,691	6,521	3,881	3,954	8,057	11,448	1,147	12,370	137,284

1/ See Table 4 for Nature of Injury Classification.

TABLE 10
PART OF BODY AFFECTED BY TYPE FOR 1978

PART OF BODY ¹	A-P	B-P	C-P	D-P	E-P	F-P	G-P	OTHER	UNCLAS- SIFIED	TOTAL
Temporary Total	8,216	13,447	21,532	27,060	10,059	14,226	23,286	8,868	1,249	127,943
Permanent Partial	786	37	599	1,501	230	478	733	349	277	4,990
Fatalities	14	0	0	0	5	2	0	85	19	125
Temporary Partial	0	0	0	0	0	0	0	0	0	0
Others	133	63	261	202	337	629	324	293	1,984	4,226
Total	9,149	13,547	22,392	28,763	10,631	15,335	24,343	9,595	3,529	137,284

1/ See Table 5 for Part of Body Classification.

TABLE 11
COST BY TYPE OF DISABILITY BY COUNTY FOR 1978

County	Temporary Total	Permanent Partial	Fatalities	Other	County	Temporary Total	Permanent Partial	Fatalities	Other
Adair	\$ 63,715	\$ 21,281	\$ 0	\$ 942	Livingston	\$ 42,932	\$ 30,678	\$ 0	\$ 754
Andrew	8,316	9,850	0	0	McDonald	21,842	46,990	0	279
Atchison	13,434	26,376	0	96	Macon	34,140	4,994	0	58
Audrain	98,368	62,556	3,795	239	Madison	18,801	18,081	0	544
Barry	60,565	54,226	0	260	Maries	10,308	12,811	0	0
Barton	43,851	17,830	0	162	Marion	84,306	46,614	0	828
Bates	30,962	24,348	0	10	Mercer	1,741	7,399	0	0
Benton	20,287	21,026	0	30	Miller	39,533	490	0	57
Bollinger	10,078	27,375	0	0	Mississippi	34,556	12,968	0	59
Boone	177,561	167,611	2,116	2,110	Moniteau	13,479	30,490	0	50
Buchanan	120,864	338,716	0	7,715	Monroe	19,367	13,837	0	2,873
Butler	84,746	62,797	8,000	652	Montgomery	20,032	20,566	0	110
Caldwell	5,716	1,433	0	364	Morgan	7,162	14,820	0	0
Callaway	120,385	55,636	0	494	New Madrid	66,736	112,784	2,000	1,989
Camden	69,700	30,762	0	856	Newton	87,349	79,632	0	86
Cape Girardeau	77,941	126,566	0	2,445	Nodaway	35,291	22,552	2,000	179
Carroll	26,046	10,292	0	642	Oregon	11,225	19,342	0	0
Carter	18,880	20,943	0	0	Osage	14,839	4,034	0	50
Cass	48,099	37,574	0	105	Ozark	3,060	0	0	2,220
Cedar	15,963	5,324	39,411	109	Pemiscot	41,468	32,743	0	185
Chariton	17,179	24,205	0	472	Perry	38,498	53,342	2,000	25
Christian	20,153	26,075	0	0	Pettis	77,074	107,483	0	853
Clark	8,453	0	0	10	Phelps	74,571	56,161	0	780
Clay	223,081	609,205	0	1,481	Pike	84,126	9,948	0	426
Clinton	19,323	14,868	0	90	Platte	76,521	156,765	0	898
Cole	56,590	107,615	2,141	5,186	Polk	26,411	4,237	0	0
Cooper	35,459	33,740	0	158	Pulaski	46,543	34,910	2,660	374
Crawford	31,846	51,026	0	118	Putnam	10,050	0	0	0
Dade	8,518	1,517	0	1,500	Ralls	56,282	13,916	0	0
Dallas	9,522	6,760	0	103	Randolph	91,538	45,306	2,250	776
Daviess	13,200	7,930	0	0	Ray	19,484	16,574	0	16
DeKalb	14,477	251	0	44	Reynolds	19,578	22,219	0	0
Dent	27,117	19,309	0	135	Ripley	8,135	3,803	0	0
Douglas	16,718	6,689	0	50	St. Charles	117,960	127,562	2,000	3,268
Dunklin	60,773	44,110	0	2,329	St. Clair	14,605	6,924	0	198
Franklin	100,842	148,729	0	1,222	Ste. Genevieve	26,769	24,544	37,614	0
Gasconade	34,023	8,912	0	83	St. Francois	74,313	22,174	0	295
Gentry	12,445	3,926	0	62	St. Louis City	667,650	955,400	4,000	21,030
Greene	260,024	525,134	0	13,404	St. Louis County	1,297,464	1,880,023	0	135
Grundy	25,083	60,492	0	39	Saline	75,394	101,155	0	55,218
Harrison	15,964	13,918	0	0	Schuyler	1,525	1,903	0	307
Henry	71,999	45,436	0	118	Scotland	13,087	0	0	0
Hickory	2,843	15,535	0	0	Scott	100,579	104,099	2,000	181
Holt	5,709	3,407	0	0	Shannon	6,689	7,535	0	52
Howard	16,549	11,597	0	0	Shelby	28,440	24,960	0	2,100
Howell	52,228	87,914	0	9	Stoddard	66,672	94,900	2,000	465
Iron	56,304	33,162	0	22	Stone	16,294	2,497	0	0
Jackson	785,740	1,978,524	10,788	33,427	Sullivan	13,047	4,750	0	183
Jasper	169,357	298,551	1,371	1,387	Taney	40,786	19,708	0	44
Jefferson	104,228	88,620	0	595	Texas	58,338	19,599	0	1,486
Johnson	49,125	75,210	0	0	Vernon	40,535	68,469	0	41
Knox	6,346	0	0	0	Warren	48,125	19,753	0	109
Laclede	61,029	27,758	0	438	Washington	17,918	16,710	0	0
Lafayette	31,144	47,903	0	49	Wayne	17,225	15,487	0	169
Lawrence	35,303	70,172	0	61	Webster	18,083	33,574	0	634
Lewis	20,099	7,366	0	164	Worth	650	0	0	0
Lincoln	34,679	45,992	0	0	Wright	51,478	31,237	0	383
Linn	29,191	20,605	0	0	Out-of-State	343,382	1,103,540	1,000	184,990

TABLE 12
COST BY INDUSTRY AND TYPE OF DISABILITY FOR 1978

INDUSTRY	COMPENSATION	MEDICAL	TOTAL	INDUSTRY	COMPENSATION	MEDICAL	TOTAL
Agriculture	\$ 151,319.35	\$ 118,648.71	\$ 269,968.06	Fin., Ins., Rl. Est.	259,474.97	212,638.21	472,113.18
*X	40,959.77	86,382.98	127,342.75	X	73,589.99	152,192.39	225,782.38
**Y	107,369.88	32,124.14	139,494.02	Y	184,424.45	59,726.92	244,151.37
***Z	2,989.70	141.59	3,131.29	Z	1,460.53	718.90	2,179.43
Mining	135,541.74	120,090.37	255,632.11	Services	1,872,421.81	1,689,990.23	3,562,412.04
X	60,745.60	95,137.49	155,883.09	X	698,942.45	1,214,341.00	1,913,283.45
Y	74,365.43	23,729.38	98,094.81	Y	1,159,982.92	464,443.73	1,624,426.65
Z	430.71	1,223.50	1,654.21	Z	13,496.44	11,205.50	24,701.94
Contract Const.	1,577,773.54	1,230,970.55	2,808,744.09	Government	642,971.32	570,518.85	1,213,490.17
X	531,100.83	815,278.47	1,346,379.30	X	298,922.44	459,974.68	758,897.12
Y	1,032,201.70	396,938.58	1,429,140.28	Y	301,236.64	103,064.45	404,301.09
Z	14,471.01	18,753.50	33,224.51	Z	42,812.24	7,479.72	50,291.96
Manufacturing	5,399,107.86	4,769,173.11	10,168,280.97	Other	954,896.44	401,374.81	1,356,271.25
X	1,789,148.71	3,493,573.88	5,282,722.59	X	73,723.58	128,588.32	202,311.90
Y	3,571,340.00	1,245,233.22	4,816,573.22	Y	715,579.64	167,970.79	883,550.43
Z	38,619.15	30,366.01	68,985.16	Z	165,593.22	104,815.70	270,408.92
Transportation	1,596,775.51	1,424,416.02	3,021,191.53	Total	15,544,326.36	13,538,669.38	29,082,995.74
X	643,017.12	1,018,361.23	1,661,378.35	X	5,330,974.77	9,721,450.83	15,052,425.60
Y	931,960.18	355,618.54	1,287,578.72	Y	9,871,252.05	3,566,428.27	13,437,680.32
Z	21,798.21	50,436.25	72,234.46	Z	342,099.54	250,790.28	592,889.82
Trade	2,954,043.82	3,000,848.52	5,954,892.34				
X	1,120,824.28	2,257,620.39	3,378,444.67				
Y	1,792,791.21	717,578.52	2,510,369.73				
Z	40,428.33	25,649.61	66,077.94				

*X: Temporary Total

**Y: Permanent Partial

***Z: Temporary Partial, Permanent Total and Fatalities

DIVISION OF LABOR STANDARDS

The Division of Industrial Inspection was created by an act of the Legislature in 1879 and was known as the Bureau of Labor Statistics. Functions of the department at the time of its creation were the gathering and assembling of statistical information relating to all branches of labor in the state, especially in their relation to commercial, industrial, social, educational, and sanitary conditions of the laboring classes and to the permanent prosperity of the productive industries of the state.

By an act of the Legislature in 1882, the name of the department was changed to Bureau of Labor Statistics and Inspection of Factories, Mines and Workshops, and its functions were broadened. The State Legislature by an amended act in 1907, changed the name of the department, and it was known again as the Bureau of Labor Statistics, continuing under that title until 1927, when its name was changed by the Legislature to the Department of Labor and Industrial Inspection.

Under the authority of Senate Bill No. 246, the Sixty-third General Assembly in 1945 created the Department of Labor and Industrial Relations, administered by the Industrial Commission of Missouri, and within the new department created, among four, the Division of Industrial Inspection.

REORGANIZATION

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the Division of

Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the Division is the director who reports directly to the Director of the Department of Labor and Industrial Relations.

The Division Director, with his administrative support personnel, performs the business and accounting procedures of the division, including the accounting for all receipts and expenditures of all funds allocated to the division, purchase of equipment and supplies, processing of vouchers for payment, payment of salaries, expense accounts and invoices, budget preparation and management, collection of fees, issuance of theatrical booking agency licenses, personnel management, including selection and training, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operations section. The operations sections are the Inspection and the Prevailing Wage Section.

INSPECTION SECTION

Among the duties assigned the Inspection Section are: (1) enforcement of the provisions of the State Child Labor Laws, Chapter 294, RSMO 1969; (2) investigation of all accidents serious enough to require physical rehabilitation, and

recommendations of safety equipment and procedures to the employers of the injured employees, Section 291.140 RSMO 1969; (3) inspection and licensing of theatrical booking agencies, Chapter 289, RSMO 1969; (4) Inspection of Missouri Mines and Caves.

The table below indicates the number of inspections and investigations conducted during fiscal year 1979:

(1) Child Labor inspection	11,384
(2) Serious accident investigations	1,488
(3) Death investigations	90
(4) Theatrical booking agency inspections	106
(5) Mine Safety inspections	952
(6) Cave Safety Inspections	23

There were 51 licensed theatrical booking agencies operating in the State of Missouri during FY 1979.

As a result of routine checks for compliance with the Missouri Child Labor statutes, 176 violations were discovered and rectified.

The total number of inspections in the above-mentioned categories shows an increase of 46 per cent from FY 1978.

The estimated value of minerals mined in Missouri in FY 1979 was more than 951 million dollars. This is an increase of more than seven per cent compared to FY 1978.

The large mining boom Missouri has enjoyed for the last 12 years is beginning to level off.

The new Federal Land Reclamation Law will have to be amended or Missouri will lose much of its coal production.

Missouri's accident frequency rate in underground mines is less than 10 in FY 1979 - the best record in the United States. Our surface accident frequency rate is about half of the national average for the period.

We had only one fatality in the last year.

FATAL ACCIDENTS IN MISSOURI MINES FISCAL YEAR 1979

MINE	OPERATOR	ADDRESS
Missouri Portland Cement Co.	John Burian	St. Louis, Mo.

NAME OF DECEASED	AGE	OCCUPATION
Rory S. Ary	28	Equipment Operator, Missouri Portland Cement Co.

DATE OF DEATH

December 22, 1978

DESCRIPTION OF ACCIDENT

He was assisting in unplugging shale crusher so material could be run through and emptied, using 20 ft. 3/4 in. pipe to poke at material, object might have flown out of crusher killing him.

MISSOURI MINERAL PRODUCTION FISCAL YEAR 1979

KIND OF MINE	TONS PRODUCED Fiscal 1979	TONS PRODUCED Fiscal 1978
CLAY	1,133,541	1,158,215
COAL	6,850,223	5,511,794
*COPPER	29,241	21,620
GRANITE (Red)	6,117+	5,061+
GRANITE (Felsite)	242,567+	303,722+
**IRON	338,563	1,359,836
*LEAD	709,412	702,673
SHALE	1,415,073	1,348,952
SILICA SAND	1,098,011	1,327,453
*ZINC	126,745	123,828

+Cubic Feet

* Concentrates

** Pellets

CLAY FISCAL YEAR 1979

Clay production in Missouri showed a decrease of 24,674 tons compared to FY 1978.

LEADING CLAY PRODUCERS FOR FY 1979:

Harbison-Walker Refractories	254,933
River Cement Co.	134,542
A.P. Green Refractories	127,202
Southern Clay Co.	117,027

OPERATOR	TONNAGE	FATAL ACCIDENTS
Allied Chemical Co.	81,060	0
Alpha Portland Cement	0	0
Alsey Refractories Co.	27,433	0
C.E. Refractories	34,348	0
Churonich Clay Co.	8,369	0
Marvin Decker	18,199	0
Emmette Dillon	0	0
Arthur Dillon	4,784	0
A.P. Green Fire Brick Co.	127,202	0
Harbison-Walker Refractories	254,933	0
Joe Gilliam Mining Co.	22,209	0
Elton Hensley Mining Co.	29,278	0
Johnson Clay Co.	24,332	0
Kaiser Refractories	110,460	0
Kasten Clay Products Co.	26,729	0
Langenberg Mining Co.	60,416	0
B.R. Mantle Mining Co.	30,005	0
Marquette Cement Co.	22,090	0
River Cement Co.	134,542	0
Southern Clay, Inc.	117,027	0
A.D. Willis & Son	125	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1970	1,319,827
1971	1,157,162
1972	1,210,279
1973	1,217,324
1974	1,780,114
1975	1,388,155
1976	1,343,916
1977	1,201,373
1978	1,158,215
1979	1,133,541

COAL FISCAL YEAR 1979

Coal Production in FY 1979 showed an increase of 1,338,429 tons compared to 1978:

LEADING COAL PRODUCERS FOR FY 1979:

Peabody Coal Co.	2,739,441
Pittsburgh & Midway Coal Co.	2,059,548
Missouri Mining Co.	666,829

OPERATORS	TONNAGE	FATAL ACCIDENTS
Bills Coal Co.	230,405	0
Coal Creek Fuel Co., Inc.	14,516	0
Howard Coal Co.	44,905	0
International Energy Co.	111,651	0
Midwestern Mining Reclamation	81,268	0
Missouri Mining Co.	666,829	0
Midwest Resources Corp.	4,000	0
Mexico Coal Co.	20,184	0
Peabody Coal Co. (Bee-Vier)	549,052	0
Peabody Coal Co. (Te bo Mine)	463,075	0
Peabody Coal Co. (Prairie Hill)	554,396	0
Peabody Coal Co. (Power)	1,172,918	0
Pittsburgh and Midway Coal Co. (Empire)	518,866	0
Pittsburgh and Midway Coal Co. (Midway)	1,540,682	0
Northeast Mo. Coal Co. (NEMO)	420,003	0
Universal Coal & Energy Co.	442,352	0
Mr. Jim Reeves	775	0
Holiday Coal Co.	12,706	0
Ellis Coal Co. (Closed)	1,640	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1970	4,465,180
1971	4,000,510
1972	4,553,499
1973	4,654,903

1974	4,572,466
1975	5,669,671
1976	5,985,794
1977	6,647,358
1978	5,511,794
1979	6,850,223

PRODUCTION BY COUNTY

COUNTY	TONS	FATAL ACCIDENTS
Audrain	20,184	0
Barton	775	0
Bates	1,540,682	0
Chariton	4,000	0
Henry	1,635,993	0
Howard	499,963	0
Jasper	518,866	0
Macon	549,052	0
Putnam	778,480	0
Randolph	988,915	0
Vernon	313,313	0

IRON FISCAL YEAR 1979

Iron showed a decrease of 1,021,273 tons for FY 1979 compared to 1978.

OPERATORS	TONNAGE	FATAL ACCIDENTS
Pilot Knob Pellet Co.	233,205	0
Pea Ridge Iron Ore Co.	105,358	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1970	2,824,436
1971	2,919,259
1972	2,849,291
1973	2,774,867
1974	1,936,627
1975	2,436,888
1976	2,472,244
1977	2,104,448
1978	1,359,836
1979	338,563

LEAD - ZINC - COPPER (Concentrates) FISCAL YEAR 1979

Lead production in Missouri for FY 1979 showed an increase of 6,739 tons compared to 1978.

Zinc showed an increase of 2,917 tons compared to 1978.

Copper showed an increase of 7,621 tons compared to 1978.

OPERATORS	LEAD	ZINC	COPPER	FATAL ACCIDENTS
St. Joe Minerals Corp.	336,661	20,228	19,979	0
Cominco American Inc.	121,285	20,335	9,262	0
Amax Lead Co. of Mo.	187,474	80,073		0
Ozark Lead Co.	63,992	6,109		0

10 YEAR PRODUCTION RECORD

YEAR	LEAD TONS	ZINC TONS	COPPER TONS
1970	603,862	86,026	28,547
1971	578,845	92,977	24,088
1972	663,958	120,825	22,961
1973	650,317	162,505	19,280
1974	774,879	171,697	19,295
1975	703,970	144,223	27,000
1976	710,889	153,809	19,284
1977	702,539	187,184	33,462
1978	702,673	123,828	21,620
1979	709,412	126,745	29,241

SILICA SAND FISCAL YEAR 1979

The FY 1979 production of Silica Sand showed a decrease of 229,442 tons compared to 1978.

OPERATORS	TONNAGE	FATAL ACCIDENTS
Manley Sand Div.	214,082	0
Master Brothers Silica Sand Co.	61,540	0
Pennsylvania Glass Sand Co.	549,085	0
UNIMIN	185,202	0
River Cement	88,102	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1970	662,931
1971	661,803
1972	1,013,894
1973	778,458
1974	1,048,605
1975	702,694
1976	945,877
1977	1,018,972
1978	1,327,453
1979	1,098,011

SHALE FISCAL YEAR 1979

Shale production for FY 1979 showed an increase of 66,121 tons compared to 1978.

OPERATORS	TONNAGE	FATAL ACCIDENTS
Alton Brick Co.	66,573	0
The Carter-Waters Corp.	107,931	0
Columbia Brick and Tile Co.	12,949	0
U.S. Dickey Manufacturing Co. (Closed)		
Dundee Cement Co.	699,845	0
Missouri Portland Cement Co.	256,470	1
Midland Brick and Tile Co.	112,456	0
Universal Atlas Cement Co.	148,872	0
Ceramo Co., Inc.	9,977	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1970	1,076,255
1971	1,190,894
1972	1,295,927
1973	1,092,964
1974	1,167,004
1975	1,051,050
1976*	1,118,503
1977*	1,219,402
1978*	1,348,952
1979*	1,415,073

* Fiscal

GRANITE FISCAL YEAR 1979

OPERATORS	CUBIC FEET	FATAL ACCIDENTS
Heyward Granite	6,117	0
G.A.F. Corp.	242,567	0

CAVES

An act of the 63rd General Assembly authorized and directed inspection of all caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths and other safety measures in and around any such caves before they may be opened to the public and to file complete and true map plans of caves.

It shall be the duty of the inspection section to inspect such caves at least once a year. The annual inspection fee will be thirty-five dollars (\$35.00).

COUNTY	NAME OF CAVE	ADDRESS
Barry	Crystal Caverns	Cassville, Mo.
Boone	Boone Cave	Rocheport, Mo.
Camden	Ozark Caverns	Osage Beach, Mo.
Camden	Bridal Cave	Camdenton, Mo.
Carter	Onyx Cave	Van Buren, Mo.
Crawford	Onondago Cave	Leasburg, Mo.
Franklin	Fischer's Cave	Sullivan, Mo.
Franklin	Meramec Caverns	Stanton, Mo.
Greene	Crystal Cave	Springfield, Mo.
Greene	Fantastic Caverns	Springfield, Mo.
McDonald	Ozark Wonder Cave	Noel, Mo.
McDonald	Bluff Dwellers Cave	Noel, Mo.
McDonald	Truitts Cave	Lanagan, Mo.
Marion	Cameron Cave	Hannibal, Mo.
Marion	Mark Twain Cave	Hannibal, Mo.
Miller	Indian Burial Cave	Osage Beach, Mo.
Miller	Fantasy World	Osage Beach, Mo.
Morgan	Jacob's Cave	Versailles, Mo.
St. Francois	Bonne Terre Cave	Bonne Terre, Mo.
Shannon	Round Springs	Round Springs, Mo.

Stone
Stone
Wayne

Talking Rock
Marvel Cave
Rebel Cave

Silver Dollar City, Mo.
Silver Dollar City, Mo.
Silva, Mo.

MINE SAFETY AND HEALTH TRAINING

The Division of Labor Standards made application for a Grant under Part 48 of the Federal Mine Health and Safety Act of 1977 - P.L. 91-173 - for assistance in developing and promoting federal/state coordination and cooperation in improving the health and safety conditions in Missouri mines consistent with the intent of the federal Mine Health and Safety Act of 1977. This new law affects all owners and/or operators in surface and underground mines. Missouri's Grant was approved in November of 1978 and federal funds were received in February, 1979, in order to implement this program.

A Mine Training Section was established which is composed of a Training Coordinator and five Instructors to hold training classes. During the period April and May, these instructors were given classes by the Training Coordinator on all phases of the Act and upon completion were certified under the federal law to be qualified instructors. Initial training of employees who were covered under the Act began in June and since that time 530 men have received training.

PREVAILING WAGE SECTION

The Prevailing Wage Section administers the Prevailing Wage Law and has authority to perform prevailing wage surveys, make inspections of records relative to the prevailing wages paid by any contractor on a public works project, and institute action

for penalties described in the act.

During the year, thirty-two contractors were found to be in violation of the law, which resulted in recovery of \$62,051.06 in back wages and penalties for 163 workmen.

**PREVAILING WAGE
WAGE DETERMINATIONS ISSUED FISCAL YEAR 1979**



STATE BOARD OF MEDIATION

The State Board of Mediation was created by an act of the General Assembly in 1947. It is a tripartite board consisting of two members whom shall be employers of labor, or selected from some association representing employers of labor, and two members shall be employees holding membership in some bona fide trade or labor union; the fifth member shall be some person who is neither an employee nor an employer of labor and who shall be chairman of said State Board of Mediation.

The Board was created primarily to mediate labor disputes occurring in public utilities. The purpose of such mediation is to aid the utility employer and its union employees in their collective bargaining negotiations, when necessary, so that labor disputes in public utilities shall be peacefully settled, without strikes or lockouts. If the Board's own direct efforts fail to settle the dispute, the Board may appoint a public hearing panel of three members to hear the dispute and to make a report and recommendations to the parties for settling the dispute. Recommendations, however, are not binding.

Effective October 13, 1967, the Board's powers were expanded to cover resolution of issues of appropriateness of bargaining units and majority representative status amongst public employees.

The jurisdiction of the Board encompasses 115 counties, 102 municipalities above 5,000 population, 575 school districts and 14 departments in the executive branch. All the employees of the aforementioned governmental units except police, deputy sheriffs, Missouri State highway patrolmen, Missouri National Guard and all teachers have the right to join and form labor organizations and, therefore, are involved with the State Board of Mediation to the extent that the appropriateness of bargaining units and majority representative status should be resolved by the State Board of Mediation.

The primary responsibility of the Board is to insure all parties an equitable hearing in regards to the determination of an appropriate bargaining unit, and furthermore, that the majority representative status be resolved by just standards. Upon completion of the hearings, Findings of Fact, Conclusions of Law and Decision are rendered by the Board. Elections are conducted to determine the majority representative status. The tally is then completed and the results certified.

At this point in time there appears to be increased activity in the organizing of public employees at the state, county and municipal levels.

UNIT DETERMINATIONS

In fiscal year 1979 seventy-eight (78) petitions for certification were filed with the Board. Issues with respect to the appropriateness of classifications within a bargaining unit are in many cases resolved by the parties through the method of stipulation. During the fiscal year four (4) cases were heard and decided by the Board through the hearing process.

REPRESENTATION ELECTIONS

Approximately 33 elections were conducted by the Board in FY 1979. These elections involved state and city employees, non-certified school personnel, firefighters and public hospital employees. The Board has also mediated two (2) labor disputes in the FY 1979.

GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

The President's Committee on Employment of the Handicapped was created by President Harry S. Truman in 1947, recognizing the need for employment opportunities for disabled veterans of the Second World War. Two years later the Missouri Governor's Committee on Employment of the Handicapped (GCEH) was created.

The GCEH is a group of volunteers concerned with employment opportunities for the handicapped. They represent business and industry, labor, state agencies, personnel, veterans, medical, health, welfare, educational and religious groups, organizations for the handicapped and consumers. The GCEH

consists of twenty-five individuals appointed to a four year term.

The Executive Secretary is the administrative officer and staff to the Committee. In the past, this person has been in the Division of Employment Security, with part-time assignment to the GCEH. In November of 1975, the GCEH received Comprehensive Employment and Training Act funds through the Division of Manpower Planning for a full-time position. A full-time Executive Secretary was hired in January 1976, along with a Program Assistant and a secretary.

Governor Teasdale signed House Bill 577 on July 13, 1977

This new law establishes the GCEH as a division of the Department of Labor and Industrial Relations (DOLIR) under the direct authority of the Director of DOLIR. For the first time in its existence, the GCEH became a state agency.

The primary goal of the GCEH is to achieve equality of opportunity for job seekers who have handicaps. The methods used in achieving this goal are awareness, ability and accessibility.

The GCEH works with:

1. Employers, to make them aware of the job needs and abilities of handicapped job seekers;
2. Handicapped, to give them a better understanding of the rehabilitation and job placement services available to them and to encourage them to use these services; and
3. Communities, to aid them in improving accessibility for the handicapped where they live, work and play.

Local chapters of the GCEH have been developed throughout the state to help personalize the efforts in the local areas. Problems vary from area to area and the solution to problems must reflect this individuality. To date, twelve chapters are in operation, located in Cape Girardeau, Columbia, Dexter, Jefferson City, Kansas City, Mountain View/West Plains, Poplar Bluff, Rolla, St. Joseph, St. Louis and Springfield, and Pemiscot, Dunklin, and New Madrid Counties. Ten other locations have been designated for expansion and it is the GCEH goal that within two years there will be active local chapters in each of the twenty-two designated areas.

The GCEH sponsors many statewide activities to help promote the hiring of the handicapped. This past year highly successful job fairs for the handicapped were held in St. Louis and Kansas City. More than 1,200 handicapped job seekers had an opportunity to visit with 100 plus employers with such

positive results that the job fairs are to become annual events in both cities. To heighten the awareness of the role the State of Missouri plays in hiring the handicapped, the Missouri State Handicapped Employee of the Year was selected this year. GCEH is involved in many other awards, contests, publications, news releases and seminars, all with the goal of acquainting the public with facts and insights concerning the handicapped.

The GCEH publishes and keeps current a Directory of Organization Resources for Handicapped. This directory lists state and local offices for appropriate Missouri State Divisions, state and private agencies and sheltered workshops, as well as providing the names of individuals to call at each location. Also available is an Access Guide developed by Bruce Scott in Kansas City. The guide has inspection forms and provides the specifications needed for accessibility. These publications, as well as many other pamphlets, are available by calling the GCEH toll-free number, 1-800-392-8249.

Another effort to keep red tape to a minimum is a Cooperative Agreement with the Division of Employment Security, Division of Vocational Rehabilitation, Bureau for the Blind, Division of Workmen's Compensation and the GCEH. Through this cooperative agreement, a coordinated effort is made in dealing with the handicapped. These cooperative relationships are essential to insure maximum utilization of the services available to the handicapped persons so that productive employment may be obtained to insure that the severely handicapped person receives effective employability development services.

The Missouri GCEH is making it much easier for the handicapped job seeker to find employment and to become a contributing member of our community.

COMMISSION ON THE STATUS OF WOMEN

The purposes of the Commission on the Status of Women are, as prescribed by Section 186.030 RSMo. 1969, (1) to conduct research projects and make studies as to the legal status of women and to the equality or the inequality of opportunity afforded women in government, politics, education, business, professions, sciences, arts, and social services; (2) to encourage the advancement of women in these areas; (3) to utilize the reservoir of women's talents for the best interests of our communities and state; (4) to cooperate with other agencies, public and private, in securing such objectives; (5) to make an annual report to the Governor and the General Assembly of commission activities and findings and any suggested legislation or changes in administrative procedure which would aid in accomplishing its objectives.

The commission became statutory in 1967. There are 15 members, appointed by the Director of the Department of Labor and Industrial Relations, who serve terms of three years each. Members serve without compensation. The Commission, itself, for several years, has not been funded by the General

Assembly.

In previous years studies have been conducted by the commission in the area of women and jury service; women in elected offices; women offenders; credit discrimination; marriage and divorce laws; pension, retirement and survivor's rights. A booklet, Questions and Answers About Women and Missouri Laws, has had a third printing, and has been widely distributed to individuals, organizations, schools, and libraries. A study, the Impact of the Equal Rights Amendment on Missouri Laws, was also printed and distributed. Conferences have been held in Columbia, Jefferson City, Kansas City, and Canton, in cooperation with the University of Missouri Extension Division. The first conference for minority women was sponsored jointly in St. Louis by the commission and the Black Women's Coalition. Requests for materials have been received and filled or referred to appropriate agencies.

The membership convenes in at least four meetings each year, considering matters involving the rights and responsibilities of women under Missouri Laws.